

Agenda		CITY OF GOLD BAR COUNCIL MEETING Tuesday, November 4, 2025 7:00 PM CITY HALL	
CALL TO ORDER, FLAG SALUTE, ROLL CALL			
AGENDA APPROVAL			
MAYOR'S REPORT, STAFF REPORTS, COUNCIL COMMENTS			
CITIZEN COMMENTS (SIGN-IN REQUIRED, LIMITED TO 3 MINUTES)			
PUBLIC HEARING –2026 BUDGET			
CONTINUED BUSINESS			
1. SNOHOMISH COUNTY ANIMAL SERVICES INTERLOCAL – DISCUSSION AND ACTION			
NEW BUSINESS			
1. DEM FUNDING AND EMERGENCY MANAGEMENT COMPREHENSIVE PLAN - DISCUSSION			
2. RESOLUTION 25-08, 2026 PROPERTY TAXES AND LEVY CERTIFICATION – DISCUSSION AND ACTION			
3. TOWN HALL MEETING DATE			
4. ORDINANCE #789, AMENDING PERSONNEL MANUAL – INTRODUCTION AND FIRST READING			
FINAL COUNCIL COMMENTS			
MINUTES APPROVAL		October 21, 2025	
VOUCHER APPROVAL			
CHECKS	CLAIMS	PAYROLL & TAXES	TOTAL
38749 - 38781	\$27,140.35	\$53,484.65	\$80,625.00
ADJOURNMENT			

City of Gold Bar

EST. 1910



107 – 5th Street, Gold Bar, WA 98251

NOTICE OF

PUBLIC HEARING

CITY OF GOLD BAR, WASHINGTON

Tuesday, November 4th, 2025

7:00 PM Via Zoom & In person

The City of Gold Bar will hold a Public Hearing on the 2026 Budget, on November 4th, 2025, at the regularly scheduled Gold Bar Council Meeting. The meeting will be both in-person and via Zoom. Meeting information can be found at www.cityofgoldbar.us. Please see zoom Meeting info below.

Join Zoom Meeting

<https://us06web.zoom.us/j/83514943350>

Meeting ID: 835 1494 3350

One tap mobile

+12532050468,,83514943350# US

+12532158782,,83514943350# US (Tacoma)

Dial by your location

- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 669 900 6833 US (San Jose)
- +1 719 359 4580 US
- +1 346 248 7799 US (Houston)
- +1 669 444 9171 US
- +1 646 931 3860 US
- +1 689 278 1000 US
- +1 929 205 6099 US (New York)
- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US
- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
- +1 360 209 5623 US
- +1 386 347 5053 US
- +1 507 473 4847 US
- +1 564 217 2000 US

Meeting ID: 835 1494 3350

If you have any questions, please contact Denise Beaston at 360-793-1101 or at d.beaston@cityofgoldbar.us. You can also find information on our website at www.cityofgoldbar.us.

Benefits Based on August Payroll **PERS is employer contribution; use September DRS report**

Employee	Health	PERS	WDS	VSP	Life
Water Manager	\$ 1,059.82	\$ 365.00	\$ 52.10	\$ 9.54	\$ 0.75 \$ 1,487.21
Office Manager	\$ 1,059.82	\$ 335.00	\$ 52.10	\$ 9.54	\$ 0.75 \$ 1,457.21
Public Works Director	\$ 1,059.82	\$ 427.00	\$ 52.10	\$ 9.54	\$ 0.75 \$ 1,549.21
Utility Maint. I	\$ 1,059.82	\$ 180.00	\$ 52.10	\$ 9.54	\$ 0.75 \$ 1,302.21
Utility Maint. II	\$ 1,059.82	\$ 180.00	\$ 52.10	\$ 9.54	\$ 0.75 \$ 1,302.21
Clerk/Treasurer	\$ 1,059.82	\$ 393.00	\$ 52.10	\$ 9.54	\$ 0.75 \$ 1,515.21
Utility Maint.	\$ 1,059.82	\$ 225.00	\$ 52.10	\$ 9.54	\$ 0.75 \$ 1,347.21
Monthly Total	\$ 7,418.74	\$ 2,105.00	\$ 364.70	\$ 66.78	\$ 5.25
Annual total	\$ 89,024.88	\$ 25,260.00	\$ 4,376.40	\$ 801.36	\$ 63.00

Social Sec, Medicare, etc. are withheld, not paid by city
Does not include overtime

2025 Health - 8.7% increase, dental 4.3% others no increase

Grand monthly total
\$ 9,960.47
Grand annual total
\$ 119,525.64

	L&I	Empl. Sec.
Q1 2025	\$ 3,157.62	\$ 231.17
Q2 2025	\$ 3,086.72	\$ 230.11
Q3 2025	\$ 2,844.28	\$ 218.29
Q4 2024	\$ 3,158.30	\$ 220.25
Total	\$ 12,246.92	\$ 899.82
Grand Total	\$ 13,146.74	
2025 L&I increase of 4.9%	\$ 657.34	
L&I Total		
Approximate total annual benefit cost to city:		\$ 143,440.56

PFML is paid by employee

Not complete

Myers
842.57 8.7% increase
842.57 x12 \$ 10,110.84

Percents based on salary excel		Benefits	
General	38%	\$	54,697.73
Street	7%	\$	10,300.64
Water	36%	\$	51,375.33
Storm	19%	\$	27,066.87
	100%	\$	143,440.56
these percentages come from the BARS salary total			

Salary percents based on annual interviewes with staff and supervisors. 2025 interview for 2026 budget held on 10/16/25

Water Manager (Richard)	2025	2026	Office Manager	2025	2026			
576.80.10.001	2.00%	2.00%	521.10.10.001 law	10.00%	10.00%			
542.30.10.101	1.00%	1.00%	554.30.10.001 dogs	5.00%	5.00%			
534.80.10.401	93.00%	93.00%	558.50.10.001 bldg	6.00%	6.00%			
531.10.10.415	2.00%	2.00%	558.60.10.001 plan	1.00%	1.00%			
558.50.00.001	2.00%	2.00%	576.80.10.001	0.00%	0.00%			
	100.00%	100.00%	534.80.10.401	40.00%	40.00%			
			531.10.10.415	33.00%	33.00%			
			514.20.10.001	5.00%	5.00%			
			542.30.10.101	0.00%	0.00%			
				100.00%	100.00%			
Public Works Director (Rich)	2025	2026	Utility Maint. I (Anthony)	2025	2026	Clerk/Treasurer	2025	2026
558.50.10.001	20.00%	20.00%	558.50.10.001	0.00%	0.00%	514.20.10.001	65.00%	65.00%
558.60.10.001	15.00%	15.00%	576.80.10.001	55.00%	55.00%	534.80.10.401	12.50%	12.50%
576.80.10.001	13.00%	13.00%	542.30.10.101	10.00%	10.00%	514.20.10.001.1	10.00%	10.00%
542.30.10.101	8.00%	8.00%	534.80.10.401	10.00%	10.00%	531.10.10.415	12.50%	12.50%
534.80.10.401	25.00%	25.00%	531.10.10.415	25.00%	25.00%		100.00%	100.00%
531.10.10.415	19.00%	19.00%		100.00%	100.00%			
	100.00%	100.00%						
Utility Maint. II (Art)	2025	2026	Utility Maint. (Lance)	2025	2026			
531.10.10.415	20%	35%	531.10.10.415	10%	10%			
534.80.10.401	33%	10%	534.80.10.401	60%	60%			
542.30.10.101	10%	30%	542.30.10.101	10%	10%			
576.80.10.001	36%	24%	576.80.10.001	15%	15%			
558.50.10.001	1%	1%	558.50.10.001	5%	5%			
	100%	100%		100.00%	100%			

CITY OF GOLD BAR
2026 SALARY GRID

This grid is used for COLA and merit increases

Parameters:		
% between Steps	1.5%	1.015
% between Ranges	5%	1.05

CPI

Base A	3316	x	1.03
Base B	6123	X	1.03

Annual step increases are based on evaluation only and not automatic

Previous year C12 and C40 becomes new year H4 and H5
Change CPI to new increase (example, a 3% increase is 1.03 here)
Excel does the math to update the two tables
Hourly is previous hourly + percent increase

Position Title	RANGE	STEPS									
		A	B	C	D	E	F	G	H	I	J
Water Apprentice	1	3415	3467	3519	3571	3625	3679	3735	3791	3848	3905
	2	3586	3640	3695	3750	3806	3863	3921	3980	4040	4100
	3	3766	3822	3879	3938	3997	4057	4117	4179	4242	4306
	4	3954	4013	4073	4134	4196	4259	4323	4388	4454	4521
	4	3954	4013	4073	4134	4196	4259	4323	4388	4454	4521
	5	4152	4214	4277	4341	4406	4472	4539	4608	4677	4747
Utility Maint II	6	4359	4425	4491	4558	4627	4696	4766	4838	4911	4984
	7	4577	4646	4715	4786	4858	4931	5005	5080	5156	5233
	8	4806	4878	4951	5025	5101	5177	5255	5334	5414	5495
	9	5046	5122	5199	5277	5356	5436	5518	5601	5685	5770
	9	5046	5122	5199	5277	5356	5436	5518	5601	5685	5770
	9	5046	5122	5199	5277	5356	5436	5518	5601	5685	5770
Office Manager	10	5299	5378	5459	5541	5624	5708	5794	5881	5969	6058
	11	5563	5647	5732	5818	5905	5993	6083	6175	6267	6361
	12	5842	5929	6018	6108	6200	6293	6387	6483	6581	6679
Water Manager	13	6134	6226	6319	6414	6510	6608	6707	6807	6910	7013
	14	6440	6537	6635	6735	6836	6938	7042	7148	7255	7364
Public W Director	15	6762	6864	6967	7071	7177	7285	7394	7505	7618	7732
	16	7101	7207	7315	7425	7536	7649	7764	7880	7999	8119
	17	7456	7567	7681	7796	7913	8032	8152	8275	8399	8525
	18	7828	7946	8065	8186	8309	8433	8560	8688	8819	8951

WDM I increase in July

2025 Anniversary Step Current step as of 01/01/2024; includes COLA

Position Title	RANGE	STEPS									
		A	B	C	D	E	F	G	H	I	J
Clerk/Treasurer	1	6307	6401	6497	6595	6694	6794	6896	6999	7104	7211
	2	6622	6721	6822	6925	7028	7134	7241	7349	7460	7572
	3	6953	7057	7163	7271	7380	7490	7603	7717	7833	7950
	4	7301	7410	7521	7634	7749	7865	7983	8103	8224	8348
	5	7666	7781	7898	8016	8136	8258	8382	8508	8635	8765
	6	8049	8170	8292	8417	8543	8671	8801	8933	9067	9203
	7	8452	8578	8707	8838	8970	9105	9241	9380	9521	9663
	8	8874	9007	9142	9280	9419	9560	9703	9849	9997	10147
	9	5046	5122	5199	5277	5356	5436	5518	5601	5685	5770
	9	5046	5122	5199	5277	5356	5436	5518	5601	5685	5770
	9	5046	5122	5199	5277	5356	5436	5518	5601	5685	5770
	10	5299	5378	5459	5541	5624	5708	5794	5881	5969	6058
	11	5563	5647	5732	5818	5905	5993	6083	6175	6267	6361
	12	5842	5929	6018	6108	6200	6293	6387	6483	6581	6679
	13	6134	6226	6319	6414	6510	6608	6707	6807	6910	7013
	14	6440	6537	6635	6735	6836	6938	7042	7148	7255	7364
	15	6762	6864	6967	7071	7177	7285	7394	7505	7618	7732
	16	7101	7207	7315	7425	7536	7649	7764	7880	7999	8119
	17	7456	7567	7681	7796	7913	8032	8152	8275	8399	8525

Base A 6123 x CPI 3%

Hourly Staff

Utility Maintenance II		2025	CPI 3%	2026	1.50%	Anniversary Increase	Annual	Monthly	Annual	Monthly					
	\$	26.64	\$	0.80	\$	27.44	\$	47,073.54	\$	4,756.13	\$	57,929.64	\$	4,827.47	Art goes to II, 27.72
Utility Maintenance I Entry	\$	22.00	\$	0.66	\$	22.66	\$	47,132.80	\$	3,927.73	\$	47,839.79	\$	3,986.65	
April, anniversary go to 24.00															

Reviewed By:
Date:

BARS Breakdown Start with salary grid, then allocations, then benefits, then this one, then vacation buyout tab

				BARS Jan 2 Amount ****		Payroll Final Totals		Total Salaries		\$ 502,698.84		Does include vacation buyout estimate	
												Does not include overtime	
Water Manager	Monthly	Merit Increase	Annual			\$ 514.20.10.001	\$		\$	63,519.10		Gen. Total	\$ 191,692.53 38%
Office Manager	\$ 6,387.00	\$	6,483.00	\$	76,836.00	\$ 76,836.00						Street Total	\$ 36,099.41 7%
Water Apprentice	\$ 6,267.00	\$	-	\$	75,204.00	\$ 75,204.00						Water Total	\$ 180,048.91 36%
Public Wks. Director	\$ 3,571.00	\$	4,057.00	\$	48,684.00	\$ 42,852.00						Storm Total	\$ 94,857.98 19%
Utility Maint. I	\$ 8,032.00	\$	8,152.00	\$	97,584.00	\$ 96,384.00							\$ 502,698.84 100%
Utility Maint. II	\$ 3,927.73	\$	3,986.65	\$	47,250.60	\$ 47,132.76							
Clerk/Treasurer	\$ 7,490.00	\$	7,603.00	\$	90,106.00	\$ 89,880.00							
Utility Maint. II	\$ 4,756.13	\$	4,827.97	\$	57,216.24	75% \$ 53,456.00							
Water Manager	Percent	Salary by BARS	Benefits			\$ 542.30.10.101	\$			36,099.41		Discrepancy check	\$ 502,698.84
576.80.10.001	2%	\$ 1,536.72											
576.80.20.001			\$ 356.93										
542.30.10.101	1%	\$ 768.36											
542.30.20.101			\$ 178.47										
534.80.10.401	93%	\$ 71,457.48				\$ 534.80.10.401	\$			180,048.91			
534.80.20.401			\$ 16,597.26										
531.10.10.415	2%	\$ 1,536.72				\$ 531.10.10.415	\$			94,857.98			
531.10.20.415			\$ 356.93										
558.50.10.001	2%	\$ 1,536.72											
558.50.20.001			\$ 356.93										
Total	100%	\$ 76,836.00	\$ 17,846.52										
Office Manager	Percent	Salary by BARS	Benefits										
521.10.10.001 Law	10%	\$ 7,520.40											
521.10.20.001			\$ 1,748.65										
554.30.10.001 dogs	5%	\$ 3,760.20											
554.30.20.001			\$ 874.33										
558.50.10.001 bldg	6%	\$ 4,512.24											
558.50.20.001			\$ 1,049.19										
558.60.10.001 plan	1%	\$ 752.04											
558.60.20.001			\$ 174.87										
576.80.10.001	0%	\$ -											
576.80.20.001			\$ -										
534.80.10.401	40%	\$ 30,081.60											
534.80.20.401			\$ 6,994.61										
531.10.10.415	33%	\$ 24,817.32											
531.10.20.415			\$ 5,770.55										
514.20.10.001	5%	\$ 3,760.20											
514.20.20.001			\$ 874.33										
542.30.10.101	0%	\$ -											
542.30.20.101			\$ -										
Total	100%	\$ 75,204.00	\$ 17,661.39										
Public Wks. Director	Percent	Salary by BARS	Benefits										
558.50.10.001 bldg	20%	\$ 19,516.80											
558.50.20.001			\$ 3,718.10										
558.60.10.001	15%	\$ 14,637.60											
558.60.20.001			\$ 2,788.58										
576.80.10.001	13%	\$ 12,685.92											
576.80.20.001			\$ 2,416.77										
542.30.10.101	8%	\$ 7,806.72											
542.30.20.101			\$ 1,487.24										
534.80.10.401	25%	\$ 24,396.00											
534.80.20.401			\$ 4,647.63										
531.10.10.415	19%	\$ 18,540.96											
531.10.20.415			\$ 3,532.20										
Total	100%	\$ 97,584.00	\$ 18,590.52										
Utility Maint. I (Anthro	Percent	Salary by BARS	Benefits										
558.50.10.001	0%	\$ -											
558.50.20.001			\$ -										
576.80.10.001	55%	\$ 25,987.83											
576.80.20.001			\$ 8,594.59										
542.30.10.101	10%	\$ 4,725.06											
542.30.20.101			\$ 1,562.65										
534.80.10.401	10%	\$ 4,725.06											
534.80.20.401			\$ 1,562.65										
531.10.10.415	25%	\$ 11,812.65											
531.10.20.415			\$ 3,906.63										
Total	100%	\$ 47,250.60	\$ 15,626.52										
Clerk/Treasurer	Percent	Salary by BARS	Benefits										
514.20.10.001	65%	\$ 58,568.90											
514.20.20.001			\$ 11,818.64										
534.80.10.401	13%	\$ 11,263.25											
534.80.20.401			\$ 2,272.82										
514.20.10.001.1	10%	\$ 9,010.60											
514.20.20.001.1			\$ 1,818.25										
531.10.10.415	13%	\$ 11,263.25											
531.10.20.415			\$ 2,272.82										
Total	100%	\$ 90,106.00	\$ 18,182.52										
Utility Maint. II (Art)	Percent	Salary by BARS	Benefits										
576.80.10.001	24%	\$ 13,731.90											
576.80.20.001			\$ 3,750.36										
542.30.10.101	30%	\$ 17,164.87											
542.30.20.101			\$ 4,687.96										
534.80.10.401	10%	\$ 5,721.62											
534.80.20.401			\$ 1,562.65										
531.10.10.415	35%	\$ 20,025.68											
531.10.20.415			\$ 5,469.28										
558.50.10.001	1%	\$ 572.16											
558.50.20.001			\$ 156.27										
Total	100%	\$ 57,216.24	\$ 15,626.52										
Utility Maint. (Lance)	Percent	Salary by BARS	Benefits										
576.80.10.001	15%	\$ 7,302.60											
576.80.20.001			\$ 2,424.98										
542.30.10.101	10%	\$ 4,868.40											
542.30.20.101			\$ 1,616.65										
534.80.10.401	60%	\$ 29,210.40											
534.80.20.401			\$ 9,699.91										
531.10.10.415	10%	\$ 4,868.40											
531.10.20.415			\$ 1,616.65										
558.50.10.001	5%	\$ 2,434.20											
558.50.20.001			\$ 808.33										
Total	100%	\$ 48,684.00	\$ 16,166.52										

Don't forget to add in flushing twice a year - figure 40 hours of OT for Richard and Tim, all to water plus benefits

Note: Art's monthly rate is based on full time so reality will be a little less.

			Vacation Buyout Estimate	\$	1,700.00	
Water Manager	Percents	Salary by BARS	For 2026 this should be reviewed as staff can only cash out one week of pay now			
576.80.10.001	2%	\$ 34.00				
542.30.10.101	1%	\$ 17.00				
534.80.10.401	93%	\$ 1,581.00	BARS Totals			
531.10.10.415	2%	\$ 34.00	576.80.10.001	\$	1,490.00	
558.50.10.001	2%	\$ 34.00	542.30.10.101	\$	766.00	
Total	100%	\$ 1,700.00	534.80.10.401	\$	3,193.50	
			531.10.10.415	\$	1,993.00	
			558.50.10.001	\$	488.50	
Office Manager			521.10.10.001	\$	170.00	
521.10.10.001 Law	10%	\$ 170.00	554.30.10.001	\$	85.00	
554.30.10.001 dogs	5%	\$ 85.00	558.60.10.001	\$	272.00	
558.50.10.001 bldg	6%	\$ 102.00	514.20.10.001	\$	1,190.00	
558.60.10.001 plan	1%	\$ 17.00	514.20.10.01.001	\$	170.00	
576.80.10.001	0%	\$ -	Total	\$	9,818.00	
534.80.10.401	40%	\$ 680.00				
531.10.10.415	33%	\$ 561.00				
514.20.10.001	5%	\$ 85.00				
542.30.10.101	0%	\$ -				
Total	100%	\$ 1,700.00				
Public Wks. Director						
558.50.10.001	20%	\$ 340.00				
558.60.10.001	15%	\$ 255.00				
576.80.10.001	13%	\$ 221.00				
542.30.10.101	12%	\$ 204.00				
534.80.10.401	25%	\$ 425.00				
531.10.10.415	19%	\$ 323.00				
Total	104%	\$ 1,768.00				
Utility Maint. II						
558.50.10.001	0%	\$ -				
576.80.10.001	55%	\$ 935.00				
542.30.10.101	10%	\$ 170.00				
534.80.10.401	10%	\$ 170.00	Vacation Buyout Estimate	\$ 1,700.00	Change from 2500 last year due to change in personnel policy	
531.10.10.415	25%	\$ 425.00				
Total	100%	\$ 1,700.00				
Clerk/Treasurer						
514.20.10.001	65%	\$ 1,105.00				
534.80.10.401	13%	\$ 212.50				
514.20.10.001.1	10%	\$ 170.00				
531.10.10.415	13%	\$ 212.50				
Total	100%	\$ 1,700.00				
Utility Maint. I						
576.80.10.001	24%	\$ 300.00	Art Vacation Buyout Estimate	\$ 1,250.00		
542.30.10.101	30%	\$ 375.00				
534.80.10.401	10%	\$ 125.00				
531.10.10.415	35%	\$ 437.50				
558.50.10.001	1%	\$ 12.50				
	100%	\$ 1,250.00				

[illegible]

2026 Budget		Street Fund	Months Remaining:			3	CPI	1.07
Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	2025 Estimate	2025 Adj Bdgt	
	101	322.40.00	Street Use Permit	\$ -	\$ -	\$ -	\$ -	
		336.00.71	Multimodal Tax	\$ 2,500.00	\$ 2,193.44	\$ 731.15	\$ 2,924.59	\$ 2,900.00
		336.00.87	Fuel Tax	\$ 40,300.00	\$ 29,257.02	\$ 9,752.34	\$ 39,009.36	\$ 39,000.00
		345.85.01	Park Impact Fees	\$ -	\$ -	\$ -	\$ -	\$ -
		345.85.02	Street Impact Fee	\$ -	\$ -	\$ -	\$ -	\$ -
		361.10.00	Invstmnt & Tax Int	\$ -	\$ -	\$ -	\$ -	\$ -
		369.90.01	Misc. Rev. Streets	\$ -	\$ -	\$ -	\$ -	\$ -
		398.10.00	Ins. Reimbursmnt	\$ -	\$ -	\$ -	\$ -	\$ -
		397.01.10	Trnsfer In Equip	\$ -	\$ -	\$ -	\$ -	\$ -
		397.01.11	Trnsfer In Gen Fnd	\$ 37,000.00	\$ 37,000.00	\$ 12,333.33	\$ -	\$ 60,000.00
		397.04.15	Trnsfer In Strmwtr	\$ -	\$ -	\$ -	\$ -	\$ -
Totals			\$ 79,800.00	\$ 68,450.46	\$ 22,816.82	\$ 41,933.95	\$ 101,900.00	
		542.30.10	Salaries, Streets	\$ 24,969.00	\$ 17,050.13	\$ 5,683.38	\$ 22,733.51	\$ 36,866.00 includes vacation buyout
		542.30.15	Overtime	\$ -	\$ -	\$ -	\$ -	\$ -
		542.30.20	Benefits, Streets	\$ 7,663.34	\$ 6,795.43	\$ 2,265.14	\$ 9,060.57	\$ 10,583.04 should tie to benefits tab
		542.30.31	Op Supp Streets	\$ 2,100.00	\$ 2,472.66	\$ 824.22	\$ 3,296.88	\$ 3,000.00
		542.30.32	Fuel Streets	\$ 2,167.66	\$ 1,052.83	\$ 350.94	\$ 1,403.77	\$ 1,300.00
		542.30.35	Small Tools, Equip	\$ 500.00	\$ 557.41	\$ 185.80	\$ 743.21	\$ 1,500.00 450. weed eaters, 300. cargo rack
		542.30.36	Vehcl Op Supp	\$ -	\$ -	\$ -	\$ -	\$ -
		542.30.41	Prof Svcs/Gen. Ins.	\$ 18,500.00	\$ 10,054.35	\$ 3,351.45	\$ 13,405.80	\$ 15,000.00 don't forget audit, insurance, AWC will be 7700, DOC crew, 90. computers
		542.30.42	Communications	\$ 700.00	\$ 388.27	\$ 129.42	\$ 517.69	\$ 700.00 audit rates increasing by ?, BIAS ?,
		542.30.43	Travel, Training	\$ -	\$ -	\$ -	\$ -	\$ - AWC membership ? across funds
		542.30.45	Op Rent, Leases	\$ -	\$ -	\$ -	\$ -	\$ -
		542.30.47	Utilities	\$ 700.00	\$ 423.29	\$ 141.10	\$ 564.39	\$ 700.00
		542.30.48	Repairs, Maint	\$ 2,000.00	\$ 1,968.23	\$ 656.08	\$ 2,624.31	\$ 9,300.96 \$1000 for lift rental, 7,100 city hall
		542.30.49	Misc Refunds	\$ -	\$ -	\$ -	\$ -	\$ -
		542.63.47	Street Lights	\$ 18,500.00	\$ 15,239.54	\$ 5,079.85	\$ 20,319.39	\$ 18,250.00
		542.64.31	Traffic Op Supp	\$ 2,000.00	\$ -	\$ -	\$ -	\$ 500.00
		542.64.41	Traffic Striping	\$ -	\$ 3,395.15	\$ 1,131.72	\$ -	\$ 4,000.00 3,200 thermal
		591.18.70	Leases	\$ -	\$ 122.58	\$ 40.86	\$ 163.44	\$ 200.00
Totals			\$ 79,800.00	\$ 59,519.87	\$ 19,839.96	\$ 74,832.96	\$ 101,900.00	
Difference	\$	(0.00)						

2026 Budget Park Impact Fee Fund

Months Remaining: 3

Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	Bdgt Diff	2025 Estimate	
103	345.85.00	Park Impct Fee	\$ 7,748.00	\$ 24,212.50	\$ 8,070.83	\$ (16,464.50)	\$ 3,800.00	
Totals			\$ 7,748.00	\$ 24,212.50	\$ 8,070.83	\$ (16,464.50)	\$ 3,800.00	
	594.76.64	Park Equip	\$ 30,000.00	\$ 25,726.22	\$ 8,575.41	\$ 4,273.78	\$ 30,000.00	4440.00 benches, 75,000 skate park, 3,200 Mooring parking
Totals			\$ 30,000.00	\$ 25,726.22	\$ 8,575.41	\$ 4,273.78	\$ 30,000.00	

2026 Budget Street Impact Fee Fund

Months Remaining: 3

Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	Bdgt Diff	2025 Estimate
104	345.85.00	Street Impact	\$ 3,000.00	\$ 18,750.00	\$ 6,250.00	\$ (15,750.00)	\$ 3,000.00
Totals			\$ 3,000.00	\$ 18,750.00	\$ 6,250.00	\$ (15,750.00)	\$ 3,000.00
	595.30.63	St & Sidewlk	\$ 55,000.00	\$ 21,021.86	\$ 7,007.29	\$ 33,978.14	\$ 55,000.00
Totals			\$ 55,000.00	\$ 21,021.86	\$ 7,007.29	\$ 33,978.14	\$ 55,000.00

2026 Budget		Capital Projects Fund				Months Remaining:		3
Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	2025 Estimate	2025 Adj Bdgt	
301	318.34.00	Real Estate Tax	\$ -	\$ 1,052.48	\$ 350.83	\$ -	\$ 1,000.00	
	318.35.00	Real Estate Tax	\$ 78,000.00	\$ 176,525.32	\$ 58,841.77	\$ 235,367.09	\$ 150,000.00	YTD estimate from Q3 property taxes
Totals			\$ 78,000.00	\$ 177,577.80	\$ 59,192.60	\$ 235,367.09	\$ 151,000.00	
	542.30.31	St. Op. Suppl	\$ -	\$ -	\$ -	\$ -		
	594.76.63	Cap Exp	\$ 78,000.00	\$ 103,158.06	\$ 34,386.02	\$ 137,544.08	\$ 151,000.00	71,734 Skate Park, 18,000 playground installation
Totals			\$ 78,000.00	\$ 103,158.06	\$ 34,386.02	\$ 137,544.08	\$ 151,000.00	
Difference	\$ -							

2026 Budget		Grants Fund				
Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	2025 Adj Bdgt
302	332.92.10	Grants & Distributions	\$ -	\$ -		\$ -
	333.11.00	Dept. of Commerce Indirect Grant	\$ -	\$ -		\$ -
	334.03.10	Shoreline Grant	\$ -	\$ -	\$ -	\$ -
	334.03.60	DOT Sidewalk	\$ -	\$ -	\$ -	\$ -
	334.03.80	Street Preservation	\$ 349,650.00	\$ 27,888.37	\$ 9,296.12	\$ -
	334.04.20	Dept. of Commerce - GMA	\$ -	\$ -	\$ -	\$ -
	337.40.00	AWC Loss Cntrl	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00
	337.50.00	Water Sys Grnt	\$ -	\$ -	\$ -	\$ -
Totals			\$ 354,650.00	\$ 27,888.37		\$ 5,000.00
	514.60.40	AWC Loss Cntrl	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00
	518.63.40	Grants & distribution to local gvmnt	\$ -	\$ -		
	553.30.41	Shoreline Grant	\$ -	\$ -	\$ -	\$ -
	558.40.00	Comm. Planning & Economic Devlpmnt.		\$ -		\$ -
	594.34.60	Capital Exp. Water Utilities	\$ -	\$ -	\$ -	\$ -
	595.30.63	Street Preservation	\$ 349,650.00	\$ 163,198.38	\$ 54,399.46	\$ -
	595.61.63	Sidewalk Proj	\$ -	\$ -	\$ -	\$ -
	597.00.01	Interfund Transfer	\$ -	\$ 30,000.00	\$ 10,000.00	\$ -
Totals			\$ 354,650.00	\$ 193,198.38		\$ 5,000.00
Difference	\$ -					

Comp plan update - city share in planning, general fund

2026 Budget		Water Fund		Months Remaining: 3			CPI	1.07
Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	2025 Estimate	2025 Adj Bdgt	
401	343.40.00	Water Rcpts	\$ 550,000.00	\$ 390,979.43	\$ 130,326.48	\$ 521,305.91	\$ 522,000.00	How much will new homes raise this? This was higher than normal in 2024 because of contract revenue. Plus this doesn't include proposed rate increase.
	343.40.00.01	Wtr Svc Connection	\$ 200.00	\$ 5,839.85	\$ 1,946.62	\$ 7,786.47	\$ 200.00	
	343.40.00.02	New Accounts	\$ 2,000.00	\$ 2,351.46	\$ 783.82	\$ 3,135.28	\$ 2,000.00	
	343.40.00.03	Contracts Revenue	\$ 40,700.00	\$ 39,661.26	\$ -	\$ -	\$ 39,000.00	New BARS code is this accurate for contract revenue?
	359.90.00	Late Fees	\$ 7,000.00	\$ 7,188.81	\$ 2,396.27	\$ 9,585.08	\$ 9,000.00	
	359.91.00	NSF, Lien, Shut off	\$ -	\$ -	\$ -	\$ -		
	361.40.00	Interfund Interest	\$ -	\$ -	\$ -	\$ -		
	368.50.00	Assessment Rev	\$ -	\$ -	\$ -	\$ -		
	389.10.00	Refunds/Reimb	\$ -	\$ -	\$ -	\$ -		
	Totals			\$ 599,900.00	\$ 446,020.81	\$ 135,453.18	\$ 541,812.73	\$ 572,200.00
	534.80.10	Salaries, Water	\$ 187,382.00	\$ 133,500.13	\$ 44,500.04	\$ 178,000.17	\$ 183,243.00	
	534.80.15	Overtime	\$ -	\$ -	\$ -	\$ -	\$ -	
	534.80.20	Benefits, Water	\$ 55,057.69	\$ 48,061.97	\$ 16,020.66	\$ 64,082.63	\$ 48,111.25	
	534.80.31	Operating Supp	\$ 20,000.00	\$ 74,968.75	\$ 24,989.58	\$ 99,958.33	\$ 30,000.00	
	534.80.32	Fuel, Water	\$ 5,500.00	\$ 5,403.78	\$ 1,801.26	\$ 7,205.04	\$ 7,000.00	
	534.80.35	Small Tools, Equip	\$ 5,000.00	\$ 2,867.48	\$ 955.83	\$ 3,823.31	\$ 10,000.00	450. weed eaters, 300. cargo rack
	534.80.36	Veh. Op. Supplies	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	Do we need this?
	534.80.37	Op. Supp, Gen. Wtr	\$ 4,200.00	\$ 3,149.46	\$ 1,049.82	\$ 4,199.28	\$ 6,000.00	
	534.80.40	Doh Operating Permit	\$ 1,800.00	\$ 1,329.85	\$ 443.28	\$ 1,773.13	\$ 1,500.00	
	534.80.41	Excise Tax To State	\$ 30,000.00	\$ 21,385.05	\$ 7,128.35	\$ 28,513.40	\$ 35,000.00	
	534.80.41	Prof Services	\$ 99,600.00	\$ 14,121.90	\$ 4,707.30	\$ 18,829.20	\$ 30,000.00	3150. computers
	534.80.42	Communications	\$ 9,000.00	\$ 7,284.14	\$ 2,428.05	\$ 9,712.19	\$ 9,500.00	
	534.80.43	Travel/Training	\$ 2,800.00	\$ 2,290.42	\$ 763.47	\$ 3,053.89	\$ 3,000.00	
	534.80.44	Advertising/Legal	\$ -	\$ -	\$ -	\$ -	\$ -	
	534.80.45	Comp. SCADA	\$ -	\$ -	\$ -	\$ 4,000.00	\$ -	Back in 2022 there was a \$3000 charge here; nothing since; think this is for software, probably rolled into another account
	534.80.45.01	Op. Rentals, Leases	\$ -	\$ -	\$ -	\$ 3,000.00	\$ -	Hasn't been expenses here since before 2019
	534.80.46	Liability Insurance	\$ 36,001.00	\$ 35,978.80	\$ 11,992.93		\$ 50,000.00	2026 rate
	534.80.47	Utilities	\$ 32,200.00	\$ 21,208.19	\$ 7,069.40	\$ 28,277.59	\$ 29,000.00	
	534.80.48	Repairs & Maint	\$ 99,459.31	\$ 122,556.77	\$ 40,852.26	\$ 163,409.03	\$ 119,045.75	8,875 city hall, 1675 40ft lift, 3,100 valve service
	534.80.49	Misc. Refunds	\$ -	\$ -	\$ -	\$ -	\$ -	
	534.80.49.01	Wtr. Utilities, Other	\$ 1,000.00	\$ 447.31	\$ 149.10	\$ 596.41	\$ 600.00	
	534.80.49.02	Water Testing	\$ 1,350.00	\$ 1,951.00	\$ 650.33	\$ 2,601.33	\$ 3,500.00	
	534.80.49.03	Water lien Filing	\$ 150.00	\$ 36.00	\$ 12.00	\$ 48.00	\$ 200.00	
	534.80.49.04	Dues, Fees	\$ 8,400.00	\$ 2,992.39	\$ 997.46	\$ 3,989.85	\$ 4,500.00	
	591.31.70	Leases	\$ -	\$ 1,048.69	\$ 349.56	\$ 1,398.25	\$ 2,000.00	
Totals			\$ 599,900.00	\$ 500,582.08	\$ 166,860.69	\$ 626,471.04	\$ 572,200.00	
Difference	\$	(0.00)						

SCADA runs \$395 a year for annual fee

2020 2026 Budget

Water Capital Improvements Fund

Months Remaining: 3

Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	2025 Estimate	2025 Adj Bdgt	
403	343.40.00	Availability ltrr	\$ 100.00	\$ -	\$ -	\$ -	\$ 50.00	
	345.81.00	Cap Impact Fee	\$ 5,000.00	\$ 49,608.00			\$ 8,200.00	
	379.10.00	Cap Impr Fee	\$ 3,000.00	\$ -	\$ -	\$ -	\$ -	
	361.10.00	Interest	\$ 9,000.00	\$ 6,019.69	\$ 2,006.56	\$ 8,026.25	\$ 8,000.00	
	368.50.00	Assmnt Rev	\$ 600,400.00	\$ 503,386.01	\$ 167,795.34	\$ 671,181.35	\$ 640,000.00	Doesn't include proposed rate increase
	397.00.00	Transfer in	\$ -	\$ -	\$ -	\$ -	\$ -	
	398.10.00	Insurance Reimb	\$ -	\$ -	\$ -	\$ -	\$ -	
	308.31.00	Beginning balance	\$ -			\$ -	\$ -	
Totals			\$ 617,500.00	\$ 559,013.70	\$ 169,801.90	\$ 679,207.60	\$ 656,250.00	
	534.80.41.1	Major Mntnce prjcts	\$ -	\$ -	\$ -	\$ -	\$ -	
	534.80.41.2	Prof. Svcs	\$ -	\$ -	\$ -	\$ -	\$ -	
	594.34.63	Capital Projects	\$ 543,500.00	\$ 757,859.70	\$ 105,437.61	\$ 863,297.31	\$ 582,250.00	Will need to include retainage from Orchard(31710), 18,000 chlorine sensors, 28,500 SCADA controls, 2,376 meters, 32000 power transfer switch
	597.04.09	Transfer out USDA	\$ 74,000.00	\$ 73,359.64	\$ 73,359.64	\$ 74,000.00	\$ 74,000.00	
Totals			\$ 617,500.00	\$ 831,219.34	\$ 178,797.25	\$ 937,297.31	\$ 656,250.00	
Difference	\$	-						

2026 Budget

Water Debt Service Fund

Months Remaining:

3

Fund	BARS	Name	Budget, 2025	YTD	Estimate	2024 Estimate	2024 Adj Bdgt
	407 397.04.01	Transfer In/Water	\$ -	\$ -	\$ -		\$ -
	397.04.09	Transfer In/USDA	\$ 74,000.00	\$ 73,359.64	\$ 24,453.21		\$ 74,000.00
Totals			\$ 74,000.00	\$ 73,359.64			\$ 74,000.00
	591.34.72	Debt Principal	\$ 59,800.00	\$ 59,540.12	\$ 19,846.71		\$ 59,800.00
	592.34.83	Debt Interest	\$ 14,200.00	\$ 13,819.52	\$ 4,606.51		\$ 14,200.00
Totals			\$ 74,000.00	\$ 73,359.64			\$ 74,000.00
Difference	\$ -						

\$300,000 USDA pay-off amount for 2024.

2019 2026 Budget		Stormwater Fund	Months Remaining:					3	CPI	1.07			
Fund	BARS	Name	Budgeted, 2025		YTD	Estimate	2025 Estimate	2025 Adj Bdgt					
415	343.10.00	Sales & Receipts	\$	160,000.00	\$	121,026.72	\$	40,342.24	\$	161,368.96	\$	157,000.00	Doesn't include proposed rate increase
	359.90.00	Late Fees	\$	2,500.00	\$	1,775.19	\$	591.73	\$	2,366.92	\$	2,400.00	
	359.91.00	NSF/Lien Fees	\$	-	\$	-	\$	-	\$	-	\$	-	
	361.10.00	Interest	\$	-	\$	-	\$	-	\$	-	\$	-	
	369.90.00	Miscellaneous	\$	-	\$	-	\$	-	\$	-	\$	-	
	389.10.00	Refunds	\$	-	\$	-	\$	-	\$	-	\$	-	
Totals			\$	162,500.00	\$	122,801.91	\$	40,933.97	\$	163,735.88	\$	159,400.00	
	531.10.10	Salaries	\$	86,134.00	\$	61,907.50	\$	20,635.83	\$	82,543.33	\$	96,851.00	includes vacation buyout
	531.10.20	Benefits	\$	23,450.31	\$	22,815.74	\$	7,605.25	\$	30,420.99	\$	25,450.30	
	531.10.31	Op. Supplies	\$	5,000.00	\$	5,468.89	\$	1,822.96	\$	7,291.85	\$	5,000.00	
	531.10.32	Fuel	\$	3,650.00	\$	2,146.59	\$	715.53	\$	2,862.12	\$	2,400.00	
	531.10.41	Prof. Svcs./Gen. Ins.	\$	31,265.69	\$	20,764.42	\$	6,921.47	\$	27,685.89	\$	30,000.00	AWC Insurance 11,000, 1800. computers
	531.10.42	Communications	\$	1,400.00	\$	994.02	\$	331.34	\$	1,325.36	\$	1,400.00	
	531.10.43	Training	\$	-	\$	-	\$	-	\$	-	\$	-	
	531.10.47	Utilities	\$	1,600.00	\$	1,306.58	\$	435.53	\$	1,742.11	\$	1,700.00	
	531.10.48	Repairs, Maint	\$	10,000.00	\$	2,928.71	\$	976.24	\$	3,904.95	\$	8,000.00	450. weed eaters, 300. cargo rack, 5325 city hall
	591.31.70	Leases	\$	-	\$	445.66	\$	148.55			\$	500.00	
	594.31.63	Constr, Infrastr	\$	-	\$	-	\$	-			\$	-	
Totals			\$	162,500.00	\$	118,778.11	\$	39,592.70	\$	157,776.60	\$	171,301.30	
Difference		\$	(11,901.30)										

<i>Yearly Revenue Estimated</i>			
Normal Rate	\$13.05		
Senior Rate	\$9.09		
Normal Units	953		
Senior Units From Bias	24	Annual	
		Revenue	
Billing units per month (from Bias)	977		
Current Rate	\$ 151,857.72		
Estimated New Rates (breakeven)	\$ 171,301.30	13%	
Normal	\$ 14.72	estimated increase	
Senior	\$ 10.25		

2026 Budget Agency Fund

Months Remaining:

3

Fund	BARS	Name	Budgeted, 2025	YTD	Estimate	2025 Estimate	2025 Adj Bdgt
633	386.10.00	State Share Violations	\$ 19,000.00	\$ 8,118.94	\$ 2,706.31	\$ 10,825.25	\$ 10,500.00
	398.10.00	Ins. Reimb	\$ -	\$ -	\$ -	\$ -	\$ -
Totals			\$ 19,000.00	\$ 8,118.94	\$ 2,706.31	\$ 10,825.25	\$ 10,500.00
	586.10.00	Agency Share Violations	\$ 19,000.00	\$ 8,918.60	\$ 2,972.87	\$ 11,891.47	\$ 10,500.00
	589.99.00	Other non-exp.	\$ -	\$ -	\$ -	\$ -	\$ -
Totals			\$ 19,000.00	\$ 8,918.60	\$ 2,972.87	\$ 11,891.47	\$ 10,500.00

Estimated Beginning Balances for 2025 Budget

Remember, estimated ending balance will be higher than it most likely will actually be as most funds won't have expenditures this high for the next two months.

Fund	Beg Balance 2025	Rev as of 10/15	Estimated Rev	Total Est Rev	Exp as of 10/15	Estimated Exp	Total Est. Exp	Estimated Ending Balance 2025	
General 001	\$ 1,187,281.07	\$ 909,858.22	\$ 181,971.64	\$ 2,279,110.93	\$ 876,260.95	\$ 175,252.19	\$ 1,051,513.14	\$ 1,227,597.79	1
Street 101	\$ 37,700.61	\$ 68,450.46	\$ 13,690.09	\$ 119,841.16	\$ 59,519.87	\$ 11,903.97	\$ 71,423.84	\$ 48,417.32	101
Park Impact 103	\$ 89,821.33	\$ 24,212.50	\$ -	\$ 114,033.83	\$ 25,726.22	\$ -	\$ 7,570.97	\$ 106,462.86	103
Street Impact 104	\$ 59,575.00	\$ 18,750.00	\$ -	\$ 78,325.00	\$ 21,021.86	\$ 1,911.08	\$ -	\$ 78,325.00	104
Cap Proj 301	\$ 489,615.79	\$ 177,577.80	\$ 35,515.56	\$ 702,709.15	\$ 103,158.06	\$ 20,631.61	\$ 123,789.67	\$ 578,919.48	301
Grants 302	\$ 31,566.61	\$ 27,888.37	\$ 50,000.00	\$ 109,454.98	\$ 193,198.38	\$ -	\$ 193,198.38	\$ (83,743.40)	302
Water 401	\$ 839,245.54	\$ 446,020.81	\$ 89,204.16	\$ 1,374,470.51	\$ 500,582.08	\$ 100,116.42	\$ 600,698.50	\$ 773,772.02	401
Water Cap Imp 403	\$ 1,509,992.90	\$ 559,013.70	\$ 111,802.74	\$ 2,180,809.34	\$ 831,219.34	\$ 166,243.87	\$ 997,463.21	\$ 1,183,346.13	403
USDA Reserve 404	\$ 74,359.64	\$ -	\$ -	\$ 74,359.64	\$ -	\$ -	\$ -	\$ 74,359.64	404
Emergency Res 405	\$ 85,000.00	\$ -	\$ -	\$ 85,000.00	\$ -	\$ -	\$ -	\$ 85,000.00	405
Water Debt 407	\$ 4,921.08	\$ 73,359.64	\$ -	\$ 78,280.72	\$ 73,359.64	\$ -	\$ 73,359.64	\$ 4,921.08	407
Strm wtr 415	\$ 185,188.21	\$ 122,801.91	\$ 24,560.38	\$ 332,550.50	\$ 118,778.11	\$ 23,755.62	\$ 142,533.73	\$ 190,016.77	415
Agency 633	\$ 1,406.81	\$ 8,118.94	\$ 1,623.79	\$ 11,149.54	\$ 8,918.60	\$ 1,783.72	\$ 10,702.32	\$ 447.22	633

Estimated increase in fund balances

General 001	\$ 40,316.72
Street 101	\$ 10,716.71
Cap Proj 301	\$ 89,303.69
Grants 302	\$ (115,310.01)
Water 401	\$ (65,473.52)
Water Cap Imp 403	\$ (326,646.77)
USDA Reserve 404	\$ -
Emergency Res 405	\$ -
Water Debt 407	\$ 0.00
Stormwater 415	\$ 4,828.56
Agency 633	\$ (959.59)

YTD For budget amendment use 'Budget Amendment Worksheet'

Fund	Beginning Balance	YTD Revenue	YTD Exp.	YTD Ending Balance	Beginning Balance spent/increased
1	\$ 1,187,281.07	\$ 909,858.22	\$ 876,260.95	\$ 1,220,878.34	\$ 33,597.27
101	\$ 37,700.61	\$ 68,450.46	\$ 59,519.87	\$ 46,631.20	\$ 8,930.59
103	\$ 89,821.33	\$ 24,212.50	\$ 25,726.22	\$ 88,307.61	\$ (1,513.72)
104	\$ 59,575.00	\$ 18,750.00	\$ -	\$ 78,325.00	\$ 18,750.00
301	\$ 489,615.79	\$ 177,577.80	\$ 103,158.06	\$ 564,035.53	\$ 74,419.74
302	\$ 31,566.61	\$ 27,888.37	\$ 193,198.38	\$ (133,743.40)	\$ (165,310.01) should be getting \$100,000 from grant revenue before end of year
401	\$ 839,245.54	\$ 446,020.81	\$ 500,582.08	\$ 784,684.27	\$ (54,561.27)
403	\$ 1,509,992.90	\$ 559,013.70	\$ 831,219.34	\$ 1,237,787.26	\$ (272,205.64)
404	\$ 74,359.64	\$ -	\$ -	\$ 74,359.64	\$ -
405	\$ 85,000.00	\$ -	\$ -	\$ 85,000.00	\$ -
407	\$ 4,921.08	\$ 73,359.64	\$ 73,359.64	\$ 4,921.08	\$ 0.00
415	\$ 185,188.21	\$ 122,801.91	\$ 118,778.11	\$ 189,212.01	\$ 4,023.80
633	\$ 1,406.81	\$ 8,118.94	\$ 8,918.60	\$ 607.15	\$ (799.66) No issue; beginning balance should go down not up
YTD Totals	\$ 4,595,674.59	\$ 2,436,052.35	\$ 2,790,721.25	\$ 4,241,005.69	

2026 Budget

Fund Description	Estimated Beg. Bal.	Revenue	Transfers In	Total Revenue	Expenditures	Transfers Out	Total Expenditures	Estimated Ending Balance	Change from Beg. Balance
001 - General	\$ 1,227,597.79	\$ 1,086,080.00	\$ -	\$ 2,313,677.79	\$ 1,026,080.00	\$ 60,000.00	\$ 1,086,080.00	\$ 1,227,597.79	Decr.
101 - Street	\$ 48,417.32	\$ 41,900.00	\$ 60,000.00	\$ 150,317.32	\$ 101,900.00	\$ -	\$ 101,900.00	\$ 48,417.31	Decr.
103 - Park Impact	\$ 106,462.86	\$ 3,800.00	\$ -	\$ 110,262.86	\$ 30,000.00	\$ -	\$ 30,000.00	\$ 80,262.86	Decr.
104 - Street Impact	\$ 78,325.00	\$ 3,000.00	\$ -	\$ 81,325.00	\$ 55,000.00	\$ -	\$ 55,000.00	\$ 26,325.00	Decr.
301 - Capital Projects	\$ 578,919.48	\$ 151,000.00	\$ -	\$ 729,919.48	\$ 151,000.00	\$ -	\$ 151,000.00	\$ 578,919.48	Same
302 - Grants	\$ (83,743.40)	\$ 5,000.00	\$ -	\$ (78,743.40)	\$ 5,000.00	\$ -	\$ 5,000.00	\$ (83,743.40)	Same
401 - Water	\$ 773,772.02	\$ 572,200.00	\$ -	\$ 1,345,972.02	\$ 572,200.00	\$ -	\$ 572,200.00	\$ 773,772.01	Decr.
403 - Water Capital	\$ 1,183,346.13	\$ 656,250.00	\$ -	\$ 1,839,596.13	\$ 582,250.00	\$ 74,000.00	\$ 656,250.00	\$ 1,183,346.13	Same
404 - USDA Reserve	\$ 74,359.64	\$ -	\$ -	\$ 74,359.64	\$ -	\$ -	\$ -	\$ 74,359.64	Same
405 - Water Emergency Reserve	\$ 85,000.00	\$ -	\$ -	\$ 85,000.00	\$ -	\$ -	\$ -	\$ 85,000.00	Same
407 - Water Debt	\$ 4,921.08	\$ -	\$ 74,000.00	\$ 78,921.08	\$ 74,000.00	\$ -	\$ 74,000.00	\$ 4,921.08	Same
415 - Stormwater	\$ 190,016.77	\$ 159,400.00	\$ -	\$ 349,416.77	\$ 171,301.30	\$ -	\$ 171,301.30	\$ 178,115.47	Decr.
633 - Agency	\$ 447.22	\$ 10,500.00	\$ -	\$ 10,947.22	\$ 10,500.00	\$ -	\$ 10,500.00	\$ 447.22	Same
Total Proposed 2024 Budget	\$ 4,267,841.91	\$ 2,689,130.00	\$ 134,000.00	\$ 7,090,971.91	\$ 2,779,231.31	\$ 134,000.00	\$ 2,913,231.31	\$ 4,177,740.59	

2025 Budget Ordinance #781 Attachment A

Fund Description								Estimated Ending
	Estimated Beg. Bal	Revenue	Transfers In	Total Revenue	Expenditures	Transfers Out	Total Expenditures	Balance
001 - General	\$ 1,227,597.79	\$ 1,086,080.00	\$ -	\$ 2,313,677.79	\$ 1,026,080.00	\$ 60,000.00	\$ 1,086,080.00	\$ 1,227,597.79
101 - Street	\$ 48,417.32	\$ 41,900.00	\$ 60,000.00	\$ 150,317.32	\$ 101,900.00	\$ -	\$ 101,900.00	\$ 48,417.31
103 - Park Impact	\$ 106,462.86	\$ 3,800.00	\$ -	\$ 110,262.86	\$ 30,000.00	\$ -	\$ 30,000.00	\$ 80,262.86
104 - Street Impact	\$ 78,325.00	\$ 3,000.00	\$ -	\$ 81,325.00	\$ 55,000.00	\$ -	\$ 55,000.00	\$ 26,325.00
301 - Capital Projects	\$ 578,919.48	\$ 151,000.00	\$ -	\$ 729,919.48	\$ 151,000.00	\$ -	\$ 151,000.00	\$ 578,919.48
302 - Grants	\$ (83,743.40)	\$ 5,000.00	\$ -	\$ (78,743.40)	\$ 5,000.00	\$ -	\$ 5,000.00	\$ (83,743.40)
401 - Water	\$ 773,772.02	\$ 572,200.00	\$ -	\$ 1,345,972.02	\$ 572,200.00	\$ -	\$ 572,200.00	\$ 773,772.01
403 - Water Capital	\$ 1,183,346.13	\$ 656,250.00	\$ -	\$ 1,839,596.13	\$ 582,250.00	\$ 74,000.00	\$ 656,250.00	\$ 1,183,346.13
404 - USDA Reserve	\$ 74,359.64	\$ -	\$ -	\$ 74,359.64	\$ -	\$ -	\$ -	\$ 74,359.64
405 - Water Emergency Reserve	\$ 85,000.00	\$ -	\$ -	\$ 85,000.00	\$ -	\$ -	\$ -	\$ 85,000.00
407 - Water Debt	\$ 4,921.08	\$ -	\$ 74,000.00	\$ 78,921.08	\$ 74,000.00	\$ -	\$ 74,000.00	\$ 4,921.08
415 - Stormwater	\$ 190,016.77	\$ 159,400.00	\$ -	\$ 349,416.77	\$ 171,301.30	\$ -	\$ 171,301.30	\$ 178,115.47
633 - Agency	\$ 447.22	\$ 10,500.00	\$ -	\$ 10,947.22	\$ 10,500.00	\$ -	\$ 10,500.00	\$ 447.22
Total Proposed 2025 Budget	\$ 4,267,841.91	\$ 2,689,130.00	\$ 134,000.00	\$ 7,090,971.91	\$ 2,779,231.31	\$ 134,000.00	\$ 2,913,231.31	\$ 4,177,740.59

INTERGOVERNMENTAL SERVICES AGREEMENT
BETWEEN SNOHOMISH COUNTY AND THE CITY OF GOLD BAR
TO PROVIDE ANIMAL CONTROL TRANSPORT SERVICES

THIS INTERGOVERNMENTAL SERVICES AGREEMENT FOR ANIMAL CONTROL TRANSPORT SERVICES (the “Agreement”) is made by and between Snohomish County, a political subdivision of the State of Washington (hereinafter the “County”), and the City of Gold Bar, a municipal corporation of the State of Washington (hereinafter the “City”).

RECITALS

- A.** The City’s geographical boundaries lie entirely within the County; and,
- B.** The City possesses the power, legal authority, and responsibility to provide animal control services within its boundaries; and,
- C.** The County, through the Snohomish County Auditor’s Office (hereinafter “Auditor”), possesses an established animal control unit and possesses the power and legal authority to extend those services into the geographical area of the City; and,
- D.** The City wishes to retain and perform all of the functions necessary to provide the City’s animal control services except for animal transport services to the Everett Animal Shelter; and,
- E.** The City desires to enter into an agreement with the County whereby the County will provide animal transport services to the Everett Animal Shelter on behalf of the City. The County desires to enter into such agreement, so long as the County does not incur any greater responsibility and/or liability than it would normally have imposed upon it by law for the provision of such services to the citizens of unincorporated Snohomish County.

NOW, THEREFORE, in consideration of the respective agreements set forth below and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the County and the City agree as follows:

1. Animal Control Transport Services

- a. The County will provide to the City the Animal Control Transport Services during normal business hours on non-holiday weekdays, rendering such services in the same manner, and with the same equipment, as is customarily provided by the County in the unincorporated Snohomish County, unless otherwise set forth herein.
- b. The County will provide to the City the Animal Control Transport Services, rendering such services in the same matter, and with the same equipment, as is customarily provided by the County in the unincorporated Snohomish County, unless otherwise set forth herein.
- c. The County will provide one (1) animal control officer and related equipment to respond to requests from Authorized Persons for Animal Control Transport Services. "Authorized Persons" shall be limited to the City of Gold Bar Animal Control Officer, the Mayor of Gold Bar, the Gold Bar Region Sheriff Deputies, City of Gold Bar City Clerk and/or City of Gold Bar City Administrator.
- d. Animal Control Transport Services shall include pick up and transport of dogs to the Everett Animal Shelter from a location within the City.
- e. The Auditor or his/her designee shall formulate the manner and degree to which such services are rendered after seeking input from the City Mayor or his/her designee. In the event of dispute between the parties as to the minimum level or manner of performance of such services, the determination made by the County, through the Auditor, shall be final and conclusive.

2. City Responsibilities

In support of the County providing services described in Section 1:

- a. The City shall continue to provide all other aspects of the City's animal control functions to its citizens.
- b. The City shall maintain a contractual relationship with Snohomish 911 for the provision of 911/radio dispatching services;
- c. The City shall maintain a contractual relationship with the Everett Animal Shelter, or other appropriate shelters, for the provision of impound services.
- d. All costs related to housing, feeding, watering, daily care, veterinary care, release to owner and adoption services, euthanasia, and disposal of remains services for animals delivered to the shelter by the County on behalf of the City shall remain the responsibility of the City.

3. Term of Agreement

The term of this Agreement shall be for a period commencing on mutual execution by the parties, and continuing through December 31, 2029, unless terminated sooner as provided herein.

4. Compensation

- a. The County shall be reimbursed in full by the City for the actual costs of the Animal Control Transport Services provided by the County. The rate of payment to the County for Animal Control Transport Services for 2026 shall be:
 - i. 8:30 a.m. to 5:00 p.m. on non-holiday Monday through Friday. A fee of \$186.56 for each call for service (numbered event). This fee is based on the direct cost to the County to provide for the average animal control related call for service based on mileage, hourly wage and benefits.
- b. The County will routinely monitor the services provided and will adjust the billing to accurately reflect the actual costs incurred in the provision of services to the City. The County may adjust fees imposed pursuant to this agreement on an annual basis to be effective on January 1 of each calendar year. If the County intends to adjust its fee, it will notify the City by October 1 of the preceding year.
- c. The County shall invoice the City for all Animal Control Transport Services. Invoices will be sent within ten (10) days after the last day of the previous month and include a report of all Animal Control Transport Services provided under this Agreement, including all calls for service (numbered events), by hour and type, to which the County responded and upon which the billing is based.
- d. The City shall pay the County within thirty (30) days after the receipt of the County's invoice.

5. Resources

Except as otherwise stipulated, the County and the City each agree that it shall individually furnish the labor, equipment, facilities, and supplies required to perform its respective obligations under this Agreement. All such property shall remain the property of the provider, and the non-providing party shall not obtain any interest therein. All property used to perform agreement obligations shall be acquired, held, and disposed of in any appropriate manner by the providing party.

6. Records

The County shall maintain adequate records to support those services set forth in this Agreement. Said records shall be maintained for a period of six (6) years after expiration or termination of this Agreement. The City or any of its duly authorized representatives shall have access to any books, documents, papers, or records of the County that are directly related to this Agreement for the purposes of audit examinations, excerpts, or

transcripts. Expenditures under this Agreement that are determined by audit to be ineligible for reimbursement, and for which payment has been made on behalf of the City, shall be refunded to the City.

7. Termination

- a. Except as provided in Section 7.b below, either party may terminate this Agreement at any time, with or without cause, upon not less than thirty (30) days advance written notice to the other party. The termination notice shall specify the date on which the Agreement shall terminate.
- b. This Agreement is contingent upon governmental funding and local legislative appropriations. In the event that funding from any source is withdrawn, reduced, limited, or not appropriated after the effective date of this Agreement, this Agreement may be terminated by either party immediately by delivering written notice to the other party. The termination notice shall specify the date on which the Agreement shall terminate.
- c. Calculation of Costs Due Upon Early Termination. Upon early termination of this Agreement as provided in this Section 7, the City shall pay the County for all Animal Control Transport Services performed up to the date of termination. The County shall notify the City within thirty (30) days of the date of termination of all remaining costs including non-cancelable costs. No payment shall be made by the City for any expense incurred or Animal Control Transport Services performed following the effective date of termination unless authorized in writing by the City.

8. Notices

Any notice required or permitted to be given under this Agreement shall be sent either by certified mail, return receipt requested, or by personal delivery. Any notice will be effective when actually received or, if mailed as provided herein, on the earlier of actual receipt or three (3) days after the date deposited in the mail.

- a. Any notice from the City to the County shall be sent or delivered to:

Snohomish County Animal Services
Snohomish County Auditor's Office
3000 Rockefeller Avenue, M/S 306
Everett, WA 98201

- b. Any notice from the County to the City shall be sent or delivered to:

Mayor
City of Gold Bar

9. Hold Harmless/Indemnification/Defend

- a. **City's Indemnification of the County.** The City shall protect, save harmless, indemnify, and defend, at its own expense, the County, its elected and appointed officials, officers, employees, and agents against all liabilities, suits, losses, costs, damages, claims, expenses, penalties or charges, including, without limitation, reasonable attorneys' fees and disbursement, arising out of the performance of this Agreement, including claims by City employees or third parties, except for those damages or injuries solely caused by the negligence or willful misconduct of the County, its elected and appointed officials, officers, employees, or agents.
- b. **County's Indemnification of the City.** The County shall protect, save harmless, indemnify, and defend at its own expense, the City, its elected and appointed officials, officers, employees, and agents, against all liabilities, suits, losses, costs, damages, claims, expenses, penalties or charges, including, without limitation, reasonable attorneys' fees and disbursement, arising out of the performance of this agreement, including claims by County employees or third parties, except for those damages solely caused by the negligence or willful misconduct of the City, its elected and appointed officials, officers, employees, or agents.
- c. It is recognized, understood and agreed that in executing this agreement that the City contracts by Interlocal Agreement with Snohomish County for Police Services, Prosecution, Defense, Court Services and other services. The parties agree that this Agreement makes no modification or change in any terms, particularly, but not limited to indemnification, defense and hold harmless provisions in any other Interlocal Agreements between Snohomish County and the City of Gold Bar for police services or other services.
- d. The parties to this Agreement, in the performance of it, will be acting in their individual capacities and not as agents, employees, partners, joint ventures, or associates of one another. The employees or agents of one party shall not be considered or construed to be the employees or agents of the other party for any purpose whatsoever.
- e. Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the County and the City, its officers, officials, employees, and volunteers, the County's liability hereunder shall be only to the extent of the County's negligence. It is further specifically and expressly understood that the indemnification provided herein constitutes the County's waiver of immunity under Industrial Insurance, Title 51 RCW, solely for the purposes of this indemnification. This waiver has been mutually negotiated by the

parties. The provisions of this section shall survive the expiration or termination of this Agreement.

- f. The provisions of this Section 9 shall survive the expiration or earlier termination of this Agreement.

10. Insurance

Each Party shall maintain its own insurance and/or self-insurance for its liabilities from damage to property and /or injuries to persons arising out of its activities associated with this Agreement as it deems reasonably appropriate and prudent. The maintenance of, or lack thereof of insurance and/or self-insurance shall not limit the liability of the indemnifying part to the indemnified party(s).

11. Miscellaneous

- a. Independent Contractor

The County will perform all Animal Control Transport Services under this Agreement as an independent contractor and not as an agent, employee, or servant of the City. The County has the express right to direct and control the County's activities in providing the agreed Animal Control Transport Services in accordance with the specifications set out in this Agreement. The City shall only have the right to ensure performance.

- b. Legal Requirements

In performance of its obligations under this Agreement, each party shall comply with all applicable federal, state, and local laws, rules, and regulations.

- c. No Third Party Beneficiary

This Agreement and each and every provision hereof is for the sole benefit of the City and the County. No other persons or parties shall be deemed to have any rights in, under or to this Agreement.

- d. Governing Law and Venue

This Agreement shall be governed by and enforced in accordance with the laws of the State of Washington. The venue of any action arising out of this Agreement shall be in the Superior Court of the State of Washington, in and for Snohomish County.

e. Severability

If any provision of this Agreement or the application thereof to any person or circumstance shall, for any reason and to any extent, be found invalid or unenforceable, the remainder of this Agreement and the application of that provision to other persons or circumstances shall not be affected thereby, but shall instead continue in full force and effect, to the extent permitted by law

f. No Assignment

This Agreement shall not be assigned, either in whole or in part, by either party without the express written consent of the other party, which may be granted or withheld in such party's sole discretion. Any attempt to assign this Agreement in violation of the preceding sentence shall be null and void and shall constitute a Default under this Agreement.

g. Entire Agreement; Amendment

This Agreement constitutes the entire agreement between the parties regarding the subject matter hereof, and supersedes any and all prior oral or written agreements between the parties regarding the subject matter contained herein. This Agreement may not be modified or amended in any manner except by a written document signed by the party against whom such modification is sought to be enforced.

h. Execution in Counterparts

This Agreement may be executed in two or more counterparts, each of which shall constitute an original and all of which shall constitute one and the same agreement.

CITY OF GOLD BAR

BY: _____

DATE: _____

Steve Yarbrough, Mayor

APPROVED AS TO FORM:

_____, City Attorney

DATE: _____

SNOHOMISH COUNTY

BY: _____
Dave Somers, County Executive

DATE: _____

RECOMMENDED FOR APPROVAL:

Garth Fell, Snohomish County Auditor

DATE: _____

APPROVED AS TO FORM:

Deputy Prosecuting Attorney

DATE: _____

CITY OF GOLD BAR CEMP ANNEX

This Annex is a part of the Snohomish County Comprehensive Emergency Management Plan (CEMP) and provides specific information for City of Gold Bar.

Promulgation Date:
November XX, 2025

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Promulgation

WHEREAS all people and property within City of Gold Bar are at risk to a wide range of natural, technological, and human-caused hazards, and

WHEREAS the Revised Code of Washington and the Washington Administrative Code require a Comprehensive Emergency Management Plan be in place to address local emergency operations; and

WHEREAS, when an incident occurs; local response agencies will use the National Incident Management System (NIMS) to plan, train, exercise and respond in a coordinated manner to protect people and natural resources; and to minimize property damage within the community; and

WHEREAS, this Annex to the Snohomish County Comprehensive Emergency Management Plan (CEMP) coordinates the response of emergency personnel and supporting services of all City of Gold Bar agencies in the event of an emergency or disaster and during the aftermath thereof; and

WHEREAS, named organizations have the responsibility to prepare and maintain standard operating procedures and commit to the training and exercises required to support this Annex and the Snohomish County Comprehensive Emergency Management Plan;

NOW, THEREFORE, we the undersigned, by virtue of the power and authority vested in us by the laws of this State do hereby adopt the City of Gold Bar Annex to the Snohomish County Comprehensive Emergency Management Plan, dated **November XX, 2025**. This Annex can be put into action by the undersigned.

IN WITNESS WHEREOF, we have subscribed our signatures;

ATTEST: APPROVED:

Lisa Stowe, City Clerk-Treasurer

Steve Yarbrough, Mayor of Gold Bar

1. Forward

1.1 Approval and Implementation

The City of Gold Bar's CEMP Annex establishes an all-hazards approach to enhance the City of Gold Bar's ability to manage emergencies and disasters. It defines how emergency management will be coordinated within the City of Gold Bar in order to save lives; protect public health, safety, property, the economy, and the environment; and foster a return to a normal way of life. It does this by:

- Identifying how organizations within the City of Gold Bar coordinate to prepare for and mitigate against hazards of all kinds.
- Assigning responsibilities to organizations and individuals during emergencies that exceed the routine capability of any one agency.
- Setting forth lines of authority and organizational relationships.
- Describing how multi-agency actions will be coordinated.
- Identifying personnel, equipment, facilities, supplies, and other resources available within the City of Gold Bar or by agreement with other jurisdictions.

This Annex was developed through collaborative efforts of the City of Gold Bar's departments, public safety agencies, and Snohomish County Department of Emergency Management (DEM). This Annex applies to emergency management activities coordinated by City of Gold Bar.

This version dated November XX, 2025 supersedes all previous editions.

2. Introduction

2.1 Purpose

This Annex (“Annex”) is an all-hazards annex to the Snohomish County (“County”) Comprehensive Emergency Management Plan (CEMP) for the City of Gold Bar. The Annex describes how the City of Gold Bar’s preparedness, response, and recovery activities are coordinated. The Annex may be applied to any incident, natural or human caused, that involves the response of multiple departments or agencies outside the scope of normal operations or has the potential to exceed normal capabilities.

The Annex describes how the City of Gold Bar:

- Plans, trains, and exercises in preparation for disasters and emergencies.
- Partners with external stakeholders and community members to take an all-hazards, whole community approach to disaster preparedness, mitigation, response, and recovery.
- Identifies and implements mitigation strategies that reduce vulnerability to hazards.
- Establishes and enacts lines of authority and partnerships to execute tasks and responsibilities.
- Clarifies functions and responsibilities of participating and cooperating departments, agencies, municipalities, organizations, and individuals.
- Develops processes to effectively return the City of Gold Bar to normal as soon as possible.

2.2 Scope

This Annex coordinates prevention, response, and recovery efforts to disasters and emergencies impacting the incorporated area of City of Gold Bar. As an annex to Snohomish County’s CEMP, the Annex also describes the coordination between City of Gold Bar and Snohomish County through the Department of Emergency Management (DEM) and the County’s Emergency Operations Center (EOC).

Each department and responsible entity identified in this Annex will use the annex and the County’s CEMP as the basis for development and implementation of plans, policies, procedures, and guides to direct response and recovery in the event of a disaster or emergency to the City of Gold Bar.

3. Situation

3.1 Jurisdiction Profile and Demographics

The City of Gold Bar is located in Snohomish County, approximately 30 miles east of the City of Everett, on State Route 2, and 40 miles west of Stevens Pass. State Route 2 (US 2) provides the only transportation access to the community.

Gold Bar is one of several communities in the Skykomish Valley. While the city includes the Wallace River and May Creek, the Skykomish River shapes the physical landscape of the region forming the east-west valley that leads to the Cascades. Some portions of the city are subject to flooding related to these three watercourses.

The city is framed on the north and south by rugged foothills that are largely undeveloped. Timber harvesting occurs in some areas outside the city and a gravel quarry is located nearby. Due to steep slopes and geological conditions, future development is limited in the areas to the north and south.

Founded September 16, 1910

Elevation 207 ft.

Area 1.06 square miles

Population 2,403

Density 2,267 /sq mi

3.2 Hazard Identification and Risk Assessment (HIRA)

The Snohomish County Hazard Mitigation Plan (HMP) is published separately, and the accompanying risk assessment provides information on potential natural, technological, and human caused hazards throughout the County. The dynamic and cascading variables of a disaster may alter this assessment.

The Hazard Identification and Risk Assessment (HIRA) identifies Snohomish County's hazards and their potential and estimated consequences (including impacts to residents, buildings and infrastructure, the economy, and the natural environment.) The HIRA identifies those hazards the County is at risk from as the basis for an all-hazards approach to preparedness, mitigation, response, and recovery. The table below is the ranking of the 13 hazards, from highest to lowest, that City of Gold Bar faces. For more information on each hazard, please refer to the City of Gold Bar's Annex in the Snohomish County Hazard Mitigation Plan.

Ranked Hazards	Local Description of Exposure and Vulnerability
Wildfire	Smoke and transportation issues related to wildland fire has previously impacted the City, most recently in the summer of 2022 from the Bolt Creek fire that burned almost 15,000 acres 20 miles

	to the east. Concerns include public health (from smoke), public safety, transportation, impacts to economic development (loss of business and tourism), water supply/quality, and subsequent landslide risk. Much of the City's UGA lies in a wildland/urban interface and is at high risk of wildland fire, given the right circumstances (e.g. high winds, low humidity, etc.) High vulnerability and impact exists. If wildfires impact other jurisdictions, regional air quality and transportation systems may deteriorate, increasing public health risks and limiting access to the City. Economic losses from tourism and business disruption may extend into Gold Bar, especially if nearby recreational areas are affected.
Earthquake & Tsunami	The City of Gold Bar sits within the Cascadia Subduction Zone, a seismically active region stretching from British Columbia to Northern California. This fault system has generated powerful earthquakes at least five times over the past 2,000 years, and a future megaquake poses a significant threat to the region. Within the City, all infrastructure is at risk, particularly older buildings. In the event of a major earthquake, the City could become isolated due to damage to critical transportation infrastructure, including the SR-2 bridges east and west of city limits. These routes are essential for bringing emergency aid into the area and for evacuating residents. Their loss would create population islands, severely limiting access to resources, medical care, and external support for days or even weeks. The compounded effects of structural damage, transportation disruption, and limited communication capacity underscore the City's high vulnerability to seismic events and their cascading impacts. Gold Bar is located inland from Puget Sound with no direct impact from a tsunami. Moderate vulnerability exists to transportation west of the city. If coastal jurisdictions are directly impacted by a tsunami, regional transportation, emergency services, and supply chains may be disrupted, potentially delaying aid and resources to Gold Bar. Evacuees from affected areas could increase demand on local shelters and public services.
Flood	Flooding remains one of the most persistent and high-impact hazards facing the City of Gold Bar. Bordered by the Skykomish and Wallace Rivers, the City is inherently vulnerable to riverine flooding, particularly during heavy rain events, snowmelt, and La Niña years. A dike along the Wallace River established many years ago by unknown persons continues to deteriorate. Failure of this dike would effect both city and county residents. As climate change

	increases the intensity and unpredictability of precipitation events, the City's vulnerability to flood remains high.
Hazardous Materials	Due to its proximity to key transportation corridors, the City of Gold Bar faces a notable vulnerability to hazardous materials incidents. A major east-west rail line runs along the north bank of the Skykomish River. This active rail corridor regularly transports freight, including potentially hazardous substances. Additionally, the City is traversed by US Highway 2—which is heavily trafficked by commercial vehicles such as tanker trucks and tractor trailers. This transportation route passing through populated and critical infrastructure areas increases the risk of hazmat-related accidents, spills, or derailments that could impact public safety and environmental health. Moderate vulnerability exists.
Severe Weather Events	On November 5, 2022, a severe wind and rainstorm caused minor flooding, and downed dozens of trees and powerlines throughout the City, causing 100s of residents to lose power for more than 72 hours. All infrastructure within the City is at risk of vulnerability, especially older infrastructure. High vulnerability to infrastructure, including roads and power, exists.
Extreme Heat & Drought	The City of Gold Bar is increasingly vulnerable to extreme heat events due to a combination of environmental and demographic factors. Areas with development, limited tree canopy, and high concentrations of asphalt and concrete amplify temperatures during heatwaves, posing serious health risks. This is especially concerning given the city's population profile: approximately 17% are children and 13% are seniors. These groups are particularly susceptible to heat-related illnesses and may face barriers to accessing cooling resources. As climate change drives more frequent and intense heat events, the city's vulnerability is expected to grow. As of 2025, 100% of Snohomish County is affected by drought conditions, with the area experiencing its 6th driest year-to-date in 131 years and a precipitation deficit of over 11 inches. The Washington State Department of Ecology issued a drought emergency declaration for portions of Snohomish County in June 2025, citing water supply shortages and reduced snowpack levels. As climate projections indicate continued variability in precipitation and snowpack, vulnerability will increase.
Cybersecurity	The City is often the recipient of malicious e-mail attempts for phishing. City IT staff continually work to mitigate with updating software, backing up files, and training the other City staff to identify attempts to break into the network. All City infrastructure, including the wastewater treatment plant, water facilities, City

	Hall, and the Public Works yard, would be at risk. Moderate vulnerability exists. If a cybersecurity breach affects other jurisdictions, regional IT networks and shared systems may be compromised, increasing the risk of intrusion into the City’s infrastructure. Disruption to interagency communication and emergency coordination could delay response efforts. Additionally, attacks on nearby utilities or government systems may indirectly impact City operations and public services.
Dam Failure	The City is located just east of an identified inundation area of Culmback Dam (managed by Snohomish PUD). Inundation would impact residents and businesses along the Skykomish River. Low vulnerability, due in part to established alert systems, distance from the dam, and training and resources offered by Snohomish PUD and Snohomish County. If jurisdictions downstream of the City are more severely impacted by dam failure, regional transportation, utilities, and emergency services may be disrupted, limiting access to mutual aid and critical resources. Environmental contamination and economic ripple effects may also extend into the City, complicating recovery efforts.
Active Assailant	The City of Gold Bar faces a low vulnerability to active assailant incidents due to a limited amount of public gathering spaces. Hosting a few special events annually—including parades and festivals, the City presents few soft targets for manmade threats. Schools are susceptible as targets for active assailants and the city has only one. The City’s limited ingress/egress routes, increase the complexity of emergency response and evacuation. Still, Low vulnerability exists.
Disease Outbreak	The City of Gold Bar and its surrounding areas are susceptible to human health hazards, particularly due to their location along US Highway 2. This corridor facilitates high volumes of regional and interstate travel, increasing exposure to communicable diseases and other public health threats. The COVID-19 pandemic highlighted the vulnerability of communities like Gold Bar to widespread health emergencies. It underscored the importance of preparedness, rapid response coordination, and resilient healthcare and communication systems. Challenges such as supply chain disruptions, limited access to medical resources (the City has no hospital, medical centers, or offices), create moderate risk.
Mass Earth Movement	The City of Gold Bar contains very few steep slope areas adjacent to roadways, residential neighborhoods, and commercial zones. While historically considered to have low vulnerability, changing climate conditions—particularly the increase in frequency and

	intensity of heavy rainfall events—have elevated the risk of mass earth movement in areas outside the city. If mass earth movement affects other jurisdictions, regional transportation routes and utility corridors may be disrupted, limiting access to and from the City. Emergency response resources could be diverted or delayed, especially if neighboring areas experience widespread damage. River systems may also carry debris or sediment downstream, impacting increased flood risk within the City.
Volcano	The City of Gold Bar is exposed to volcanic hazards primarily from Glacier Peak, an active volcano located in eastern Snohomish County, and to a lesser extent from Mount Rainier. Glacier Peak has produced some of the most explosive eruptions in the continental U.S. over the past 15,000 years, generating massive volumes of volcanic ash and lahars—volcanic mudflows—that have historically traveled down river valleys now occupied by farms, homes, and infrastructure. While the City is not in the immediate impact zone, ashfall from a major eruption could affect air quality, transportation, and power systems, while lahars could disrupt regional water systems and downstream communities. Vulnerable populations, including seniors, children, and those with disabilities, may face heightened risks due to limited mobility and access to emergency resources. Buildings and infrastructure, especially older structures, could be impacted by ash accumulation and service disruptions. Moderate vulnerability exists, but much could be mitigated with preparedness measures, education, and identification of evacuation routes. If a major eruption occurs outside Snohomish County but within the region, transportation, air quality, and power systems could be severely disrupted, affecting the City even if it is outside the immediate impact zone. Ashfall may damage infrastructure, while vulnerable populations could face heightened health and mobility risks. Economic impacts may also be felt locally, especially if the regional workforce—including City residents employed in affected areas—is displaced or unable to commute.
Aircraft Accident	The city has no aircraft infrastructure. If an aircraft accident occurred outside the City, such as at Paine Field or Boeing, public safety concerns may arise from hazardous materials or airspace disruptions. Impacts to the local workforce could be significant, as many residents are employed at these facilities and emergency response resources may also be strained, particularly if multiple jurisdictions are involved.

3.3 Economy

Gold Bar is known as a destination for those seeking the outdoors. One of the most popular low elevation hikes in the metro Seattle area, the trail to Wallace Falls, is located on the north margin of the city. More than 160,000 people visit Wallace Falls State Park annually. Gold Bar is also a neighbor to the Reiter Foothills. Hikers, Bikers, and off-road enthusiasts all enjoy the area.

Gold Bar has limited local employment with a majority of its residents working outside the city.

3.4 Government Structure

Gold Bar is a non-charter code city with a mayor–council government. The city's residents elect a mayor and five members to the city council, all serving four-year terms from at-large seats. The city council serves as the legislative body, while the mayor is empowered to cast tiebreaking votes in addition to their normal duties as the administrator of the city government.

3.5 Operations

- When possible, the City of Gold Bar Emergency Management Office will provide warning to its citizens of an impending disaster. If a disaster occurs, city, county, fire district and other forces shall respond.
- The first priority shall be the preservation of life, with other mitigation and recovery efforts second.
- Each affected jurisdiction shall maintain control of its own operations, with the City of Gold Bar's Emergency Management Office, providing coordination and assistance as necessary.
- The City of Gold Bar EM Coordinator (CEMC), in coordination with Snohomish County DEM, will respond to the scene to provide field personnel, communications and on-scene coordination if requested by the Unified commander.
- If the disaster should exceed any jurisdiction's capabilities, the Mayor or designated City Unified Commander shall request additional assistance through Snohomish County DEM.
- Disaster Recovery Centers (DRCs), including the American Red Cross, shall provide either individual or mass assistance to disaster victims.
- Disaster operations will be carried out according to existing Disaster Plans and shall be coordinated by officials in their respective EOC(s) using the Incident Command System.]

3.6 Whole Community

The whole community approach to emergency management refers to a commitment to incorporating participation and input from partners in the private and nonprofit sectors, including nongovernmental organizations and the public into emergency preparedness activities. The importance of the whole community in emergency management planning is that individuals, families, businesses, government, nonprofit and faith-based organizations come together to prepare for disasters and represent the needs of their respective communities. This includes those with limited English proficiency, access and functional needs, aging populations, children,

and those from culturally diverse backgrounds. This Annex endeavors to engage the whole community during the planning process.

Whole community also includes a determination of the best ways to organize and strengthen resources, capacities, and interests. Engaging in whole community emergency management planning builds a more effective path to societal security and resilience. This Annex supports the following whole community principles:

- Understand and meet the needs of the entire community, including people with disabilities and those with other access and functional needs.
- Engage and empower all parts of the community to assist in all phases of the disaster cycle, including those who do not speak English as a primary or native language.
- Strengthen activities that work well daily to be leveraged in a disaster response.

In keeping with the whole community approach, this Annex was developed with the guidance of representatives from Sultan School District and from City of Gold Bar's City/Town departments, law enforcement, fire services, emergency management, the access and functional needs communities, and various other stakeholders.

3.7 Planning Assumptions

The following assumptions apply to this Annex:

- Local authorities maintain operational control and responsibility for emergency management activities within their jurisdiction, unless otherwise superseded by statute or delegation of authority.
- Some emergencies or disasters will occur with enough warning that appropriate notification can be achieved to ensure some level of preparation. Other situations will occur with no advanced warning.
- Priority of response and recovery will be to protect life, property, the environment, and the economy.
- An incident may overwhelm the capabilities of the jurisdiction or the County to provide prompt and effective emergency response and recovery.
- If the situation is beyond the response or recovery capabilities of the jurisdiction or county department, then the jurisdiction, county department, or outside agency will request activation of the County's Emergency Operations Center (EOC) who, as available and appropriate, will coordinate with other city, town, tribal, county, State, and Federal emergency management agencies and responders.
- Response and recovery are best coordinated at the lowest level of government.
- Infrastructure damage after a major disaster could cut parts of the county off from assistance. County residents, businesses, and industries need to be prepared to be self-sufficient following a disaster for a minimum of fourteen days.

- Communications systems may be overloaded and/or suffer physical disruption from incident damage and/or loss of staff.
- Emergency personnel may be casualties of the incident, preventing them from performing their assigned emergency duties.
- Separate or cascading incidents may complicate response and recovery operations.
- Survivors may be in life-threatening situations requiring immediate rescue and medical care. Resources for these rescues may not be available.
- Damage to lifeline infrastructure such as roads, rail, air transportation facilities, ports, seaport terminals, communications systems, and utilities (water, power, gas) may hinder emergency response efforts, as well as impact normal distribution of public/private resources (food, fuel, water, etc.).
- The County may be unable to satisfy all emergency resource requests during an emergency or disaster. The arrival of state and/or federal assistance may be delayed dependent upon the magnitude of the disaster.
- Emergency management activities are accomplished using the National Incident Management System (NIMS).
- Before requesting EOC resources, normal operational and mutual aid requests must be exhausted or are forecasted to be exhausted.
- The Annex and activities will align with State and Federal plans unless they inhibit the response and recovery efforts of activities at the local level.
- Department and agency supporting plans and procedures are updated and maintained by responsible parties but align with this Annex.
- The Annex may not cover all aspects of every disaster but provides a framework response to all hazards.
- Vulnerable populations (including but not limited to those who may have special health or medical conditions, disabilities, access and functional needs, limited English proficiency, children, or those that may be experiencing homelessness) have unique needs and may require additional assistance before, during, and after disaster.
- Mitigation activities conducted prior to an emergency or disaster may reduce loss of life, injuries, and damage.

4. Organization, Roles, and Responsibilities

4.1 Responsibilities and Tasks by Phase

Phase of Emergency Management	City of Gold Bar Chief Elected Official (Mayor)
Preparedness	• Participate in training related to emergency response, recovery, or emergency operations.
Response	• Proclaim local emergency. • Provide visible leadership to the community and interact with the media through the Joint Information System. • Request assistance from Snohomish County DEM, including the Joint Information Center, if necessary. • Execute emergency activities authorized by City Code. • Carry out the duties of the Office of the Mayor. • Maintain continuity of government.
Recovery	• Work with staff to prioritize recovery efforts. • Keep the City Council informed of recovery effort needs. • Explore funding options for recovery efforts.
Emergency Operations Center	• Provide policy direction. • Work with local first responders as needed.
Phase of Emergency Management	City of Gold Bar Council
Preparedness	• Participate in training related to emergency response, recovery, or emergency operations.
Response	• Appropriate emergency funds to meet community needs. • Maintain continuity of government.
Recovery	• Appropriate emergency funds to meet community recovery needs. • Explore other funding options.
Emergency Operations Center	•
Phase of Emergency Management	City of Gold Bar Emergency Management Coordinator (CEMC)
Preparedness	• Designate local responsibility for updating this Annex. • Coordinate emergency management program. • Coordinate activities of local agencies in preparing and responding to disasters.

	• Participate in training related to emergency response, recovery, or emergency operations. • Communicate training needs of the jurisdiction to Snohomish County DEM for inclusion in the countywide Integrated Preparedness Plan. • Attend DEM quarterly EOC trainings to maintain EOC skills.
Response	• Provide communication coordination for response agencies during a disaster. • Warn the public of impending disasters and provide adequate instructions before, during, and after an emergency. • Coordinate with SOAR4 (via County Human Services) for provision of basic human needs such as temporary housing, clothing, food, etc. • Work with State and Federal agencies during response and recovery to fulfill unmet community needs. • Assist the Chief Elected Official with public information in coordination with the Joint Information System during response. • Collect and share damage observations, incident reports, or other disaster analysis reports with the County EOC, if activated. • Maintain local operational coordination of disaster response.
Recovery	• Act as point of contact for requesting disaster assistance, other than mutual aid, from other governmental agencies. • Collect damage assessments, incident reports, or other disaster analysis reports as necessary. • Submit damage assessment information to DEM for potential public and individual assistance programs.
Emergency Operations Center	• Coordinate facilities, staff, and equipment availability and use. • Coordinate with the Snohomish County EOC.
Phase of Emergency Management	City of Gold Bar City Clerk and Treasurer
Preparedness	• Prepare and maintain disaster spending policies. • Participate in training related to emergency response, recovery, or emergency operations.
Response	• Ensure disaster related expenditures are made in accordance with applicable laws, regulations, and accounting procedures. • Secure public records as necessary.
Recovery	• Participate in potential public and individual assistance programs in coordination with the County.
Emergency Operations Center	• Document emergency related costs and activities.

Phase of Emergency Management	City of Gold Bar Public Works
Preparedness	• Participate in training related to emergency response, recovery, or emergency operations.
Response	• Provide information on current road conditions. • Maintain and/or repair major thoroughfares and bridges for emergency vehicles. • Coordinate for debris removal and disposal. • Keep storm and water systems sanitary and operational. • Provide barricades and other traffic control equipment as needed. • Provide equipment and operators to assist in emergency situations. • Collect damage observation information. • Coordinate and compile initial damage observation and safety evaluation of essential municipal buildings following disaster.
Recovery	• Brief Mayor and Council in recovery efforts and assist in prioritizing community needs. • Provide for streamlined permitting process in the wake of disaster to facilitate recovery efforts. •
Emergency Operations Center	• Provide status of available staff and equipment. • Coordinate the use of parks for staging areas during disaster response. • Coordinate building inspection teams. • Analyze, map, and disseminate damage observations and safety evaluations to local officials and the Snohomish County EOC.
Phase of Emergency Management	Law Enforcement
Preparedness	• Snohomish County Sheriff's Office provides law enforcement services for City of Gold Bar. • Participate in training related to emergency response, recovery, or emergency operations.
Response	• Provide command and control for law enforcement field operations through established Incident Command Posts. • Provide guidance for emergency traffic control. • Direct or support evacuation efforts as appropriate. • Provide support to the Snohomish County Medical Examiner for identification of the deceased. • Provide support to the Emergency Management Coordinator in the dissemination of emergency warning information to the public. • Participate in initial jurisdiction-wide damage observation as appropriate.

	• Provide support to other departments in traffic control, emergency warnings, road closure and protection of property as appropriate.
Recovery	• Participate in the damage assessment process.
Emergency Operations Center	• Provide status of available staff and equipment.
Phase of Emergency Management	Fire/Emergency Medical Service
Preparedness	• Sky Valley Fire provides fire and medical service for City of Gold Bar. • Participate in training related to emergency response, recovery, or emergency operations.
Response	• Provide command and control for fire/hazmat field operations through established Incident Command Posts. • Provide fire suppression services. • Provide hazardous materials incident command and radiological monitoring. Coordinate with other government agencies as appropriate. • Provide light and heavy rescue response. Coordinate with other government agencies as appropriate. • Provide emergency medical services. When necessary and resources are available, coordinate the establishment of first aid stations, temporary medical treatment facilities and morgues within the jurisdiction. Coordinate transportation to hospitals. • Direct or support evacuation efforts as appropriate. • Provide support to the Emergency Management Coordinator in the dissemination of emergency warning information to the public. • Provide support to other departments in traffic control, emergency warnings, road closure and protection of property as appropriate. • Participate in initial jurisdiction-wide damage observation as appropriate, including the observation of department facilities.
Recovery	•
Emergency Operations Center	• Provide status of available staff and equipment.

4.2 Support Agency Responsibilities and Tasks

Support Agency	Roles and Responsibilities
Sultan School District	The Sultan School District has one facility in Gold Bar. That facility, Gold Bar Elementary School, has a large gymnasium that could be used as emergency shelter for certain types of emergencies. Tasks: • Provide emergency shelter for individuals displaced during an event.
Snohomish County Department of Emergency Management	Purpose Statement: Be leaders and integral partners in all five phases of emergency management: prevention, mitigation, preparedness, response, and recovery) and support efficient, reliable, and integrated 911 service in order to enhance the resilience of Snohomish County. Tasks: • Provide 24/7 Duty Officer support for emergency management related requests. • Provide PIO assistance in developing coordinated messaging and alert and warning. • Provide DEM resources such as, MITRU or other incident support trailers, generators, as requested and available. • Coordinate countywide emergency management training and exercise needs through the Integrated Preparedness Plan. Host requested trainings and exercises. • Participate in countywide and state level planning efforts. • Assist partners in the development of disaster-related plans including CEMP and HMP Annexes, COOP/COG, and EOC plans. • Maintain emergency management plans including the CEMP, HMP, and Disaster Recovery Framework. • Provide EOC and technical support. • Activate and manage the County EOC in response to disasters, including the JIC if required. • Coordinate resource requests to county, state and federal agencies. Deploy liaisons to local EOCs as appropriate and available. • Coordinate Individual Assistance and/or Public Assistance requests with Washington State and FEMA. • Provide public information, education, and outreach on emergency preparedness. • Coordinate the dissemination of public alerts and warnings. • Provide radio and communications support and Auxiliary Communications Services volunteers. • Coordinate disaster recovery activities.

4.3 Direction, Control, and Coordination

4.3.1 Direction

The Mayor, or their designee, of City of Gold Bar is responsible for establishing objectives and policies for City of Gold Bar's emergency response, in concert with the County EOC, and providing general guidance for local disaster response and recovery operations.

4.3.2 Control

The on-scene Incident Commander is responsible for field operations. Some field operations can be handled independently of an EOC, and others require greater coordination with one. The Incident Commander is responsible for the following:

- Direct and control the on-scene response to the emergency and managing the emergency resources committed.
- Demobilization of resources or staff that have exceeded their capacity, functionality, and/or lifecycle, or are no longer needed or projected to be necessary.
- Initiating warning to the population in the impacted incident area and providing emergency instructions.
 - For mass alerting (Reverse 911, EAS, WEA) County DEM or Snohomish 911 will create and send messaging throughout the County, based on direction from the on-scene Incident Commander.
 - If the County Joint Information System is activated, alerts will be coordinated there.
- Determining and implementing protective measures, evacuation or in-place sheltering, for the population in the impacted incident area and for emergency responders at the scene.
- Implementing traffic control arrangements in and around the incident scene.
- Requesting additional resources from the City of Gold Bar's EOC, County EOC, or County Duty Officer.

During emergency operations, department heads retain administrative control over their employees and equipment. However, personnel and equipment assigned to the incident carry out mission assignments directed by the Incident Commander. This may include working outside normal jurisdictional boundaries.

4.3.3 Coordination

When the City of Gold Bar EOC is activated, there is a clear division between the responsibilities of an Incident Commander and the Jurisdiction or County EOC. For a list of responsibilities of an Incident Commander, see 4.3.2.

The City of Gold Bar EOC, when activated, is generally responsible for:

- Assembling accurate information on the emergency and current resource data to allow local officials to make informed decisions on courses of action.
- Receiving information from the Incident Commander, governmental departments, and the public. Providing reports and situational awareness information to the County EOC, if activated.
- Working with representatives of emergency services to determine and prioritize required response actions and coordinate implementation.
- Providing resource support for emergency operations; when local resources are exhausted, requesting additional people, equipment, and supplies through the County EOC.
- Issuing instructions and providing emergency information to the public; coordinating public information with the Snohomish County Joint Information System, if activated.
- Organizing and implementing large-scale evacuations, with support from the County EOC.
- Organizing and implementing shelter and mass care arrangements for evacuees, with support from the County EOC.
- Coordinating traffic control for large-scale evacuations, with support from the County EOC.

Each of City of Gold Bar's departments and entities identified in this Annex should develop an internal operational control structure consistent with NIMS. Through that system, each entity can participate in building, maintaining, and sharing a common operating picture consistent with the County EOC.

4.3.4 Snohomish County Coordination

Under normal conditions, County DEM operates a 24/7 Duty Officer program. The Duty Officer can be reached directly, or through 911, to address time-sensitive emergency management related questions or requests by the jurisdiction.

The Snohomish County EOC may be activated at the request of the City of Gold Bar.

When activated, the County EOC is generally responsible for:

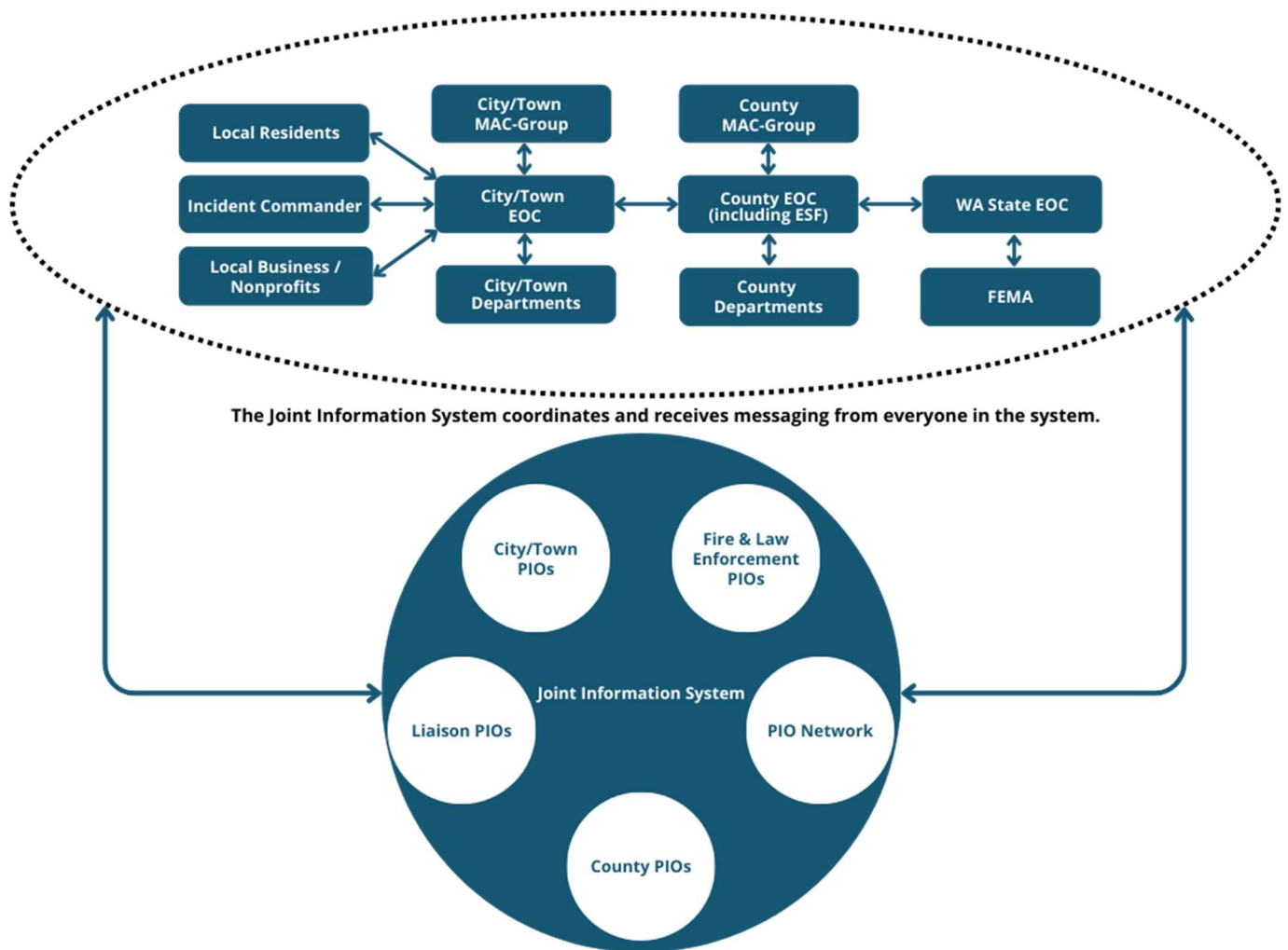
- Multi-agency coordination and incident command support.

- Coordination and implementation of policy decisions that protect life and property and disseminating those decisions to all concerned agencies and individuals.
- Assembling accurate information on the emergency and current data to maintain situational assessment and allow local officials to make informed decisions on courses of action.
- Working with representatives of emergency services to determine and prioritize required response actions and coordinate countywide implementation.
- Requesting assistance from the State and other external sources.
- Providing resource support for emergency operations including demobilization.
- Establishing and maintaining operational coordination and communications.

5. Information Collection, Analysis, and Dissemination

The accurate and timely collection, analysis, and sharing of information is critical in developing situational awareness during an emergency or disaster. This collation of information should result in creating a common understanding of the incident, also known as the Common Operating Picture (COP), from which appropriate responses can be formulated.

Below is an example to illustrate the flow of information during disaster response:



5.1 Essential Elements of Information

Essential Elements of Information (EIs) are critical pieces of intelligence that agencies and responders need to successfully make decisions during response and recovery. EIs must be specific and measurable to help assess barriers for response and recovery. They must facilitate the efficient allocation of resources by providing clear understanding of the situation and the needs of the impacted area.

EIs may be used to support the development of a common operating picture, timely decision making, and a data-informed understanding of the supply chain. It is likely that, due to the unpredictable nature of disruptive events, each incident will require incident specific EIs that will need to be developed in real time. Snohomish County's Towns and Cities provide the County EOC with EIs where it will be consolidated, analyzed, and disseminated to all partners, horizontally and vertically.

Information is shared through a variety of methods collectively comprising the common operating picture. These methods may include verbal reports, emails, situation reports, GIS-based data and displays, and other digital means of communication.

In the Snohomish County EOC, information flows to and from the public through ESF-15 by using a Joint Information Center (JIC) and Joint Information System (JIS).

5.1.1 Community Lifelines

Community Lifelines are the County's preferred method for categorizing EEIs in a meaningful way. FEMA Community Lifelines doctrine states, "Lifelines are the most fundamental services in the community that enable all other aspects of society to function. They are the integrated network of assets, services, and capabilities that are used day-to-day to support the recurring needs of the community. When disrupted, decisive intervention (e.g., rapid service re-establishment or employment of contingency response solutions) is required." Using this construct determines how information is methodically framed, organized, and reported from the local level to the County EOC, to State Emergency Management, and to FEMA during response and recovery.

The Community Lifeline table for the City of Gold Bar below lists corresponding components and subcomponents that, when analyzed, capture essential elements of information for response decision makers. Community Lifeline status information is shared reciprocally between the jurisdiction and the County.

During response, the jurisdiction is responsible for collecting information for these indicators and reporting the information to the County EOC. The County EOC is responsible for collecting information from jurisdictions and ESF representatives to build a countywide Community Lifelines. The countywide Community Lifelines is shared with local jurisdictions and the State EOC. The State EOC shares the information with FEMA.

Community Lifelines – Essential Elements of Information	
	Safety and Security
	Law Enforcement/Security • Law Enforcement • Site Security Fire Service • Fire Stations • Firefighting Resources Search and Rescue (SAR) • Local SAR Operations Government Service • Emergency Operation Centers

	• Essential Government Functions • Government Offices • Schools • Public Records Community Safety • Flood Control • Other Hazards • Protective Actions
	Food, Water, Shelter
	Food • Commercial Food Distribution • Commercial Food Supply Chain Hydration • Temporary Hydration Missions (e.g. bottled water distribution) • Commercial Water Supply Chain Shelter • Housing (e.g. homes, shelters) • Commercial Facilities (e.g. hotels) Agriculture • Animals and Agriculture
	Water
	Potable Water Infrastructure • Intake • Treatment • Storage • Distribution
	Health and Medical
	Medical Care • Home Care Public Health • Health Surveillance • Human Services • Behavioral Health • Vector Control Patient Movement

	• EMS
	Energy
	Power Grid • Generation Systems • Transmission Systems • Distribution Systems Fuel • Pipelines • Fuel Distribution (e.g. gas stations, fuel points)
	Communications
	Infrastructure • Wireless • Cable Systems and Wireline • Broadcast (TV and Radio) • Satellite • Internet Responder Communications • Land Mobile Radio Networks Alerts, Warnings, and Messages • Local Alert/Warning Ability • Access to IPAWS (WEA, EAS, NWR) • NAWAS Terminals Finance • Electronic Payment Processing 911 and Dispatch • Public Safety Answering Points (PSAP) • Dispatch
	Transportation
	Highway/Roadway/Motor Vehicle • Roads • Bridges Mass Transit • Bus

	Hazardous Materials
	Facilities • Oil/HAZMAT Facilities (e.g. chemical, nuclear) • Oil/HAZMAT/Toxic Incidents from Facilities HAZMAT, Pollutants, Contaminants • Oil/HAZMAT/Toxic Incidents from Non-Fixed Facilities • Radiological or Nuclear Incidents

5.2 Component Analysis

During an emergency response, determining your Community Lifelines condition, and communicating the information to your community and to the County EOC will be a key activity. The following information will help your staff quickly assess and report conditions.

Based on FEMA's Lifelines doctrine, a simple methodology for determining Lifeline conditions follows: the condition of each lifeline depends on the capability of the underlying components, and is informed by situational awareness reports, impact assessments, and engagement with partners across the public, private, and nonprofit sectors.

Once the condition of a Community Lifeline is determined, the status of each lifeline is represented by one of four colors: red, yellow, green, and grey, known as a Condition Designation. Red indicates severe challenges and obstacles preventing the lifeline from functioning. Yellow indicates disruptions or limitations to the lifeline preventing it from fully functioning. Green indicates the lifeline is mostly functioning as it was prior to the incident. Finally, grey indicates the lifeline status or extent of impacts is currently unknown.

Applying the following questions and understanding the incident is critical in determining the condition of a Lifeline and components:

- Did the incident disrupt services provided by the component to survivors?
- What is the extent of the disruption and impact on response and survivors?
- Has a solution to the disruption been identified?
- Has that solution been converted into a plan of action?
- Has that plan of action been resourced?
- Are there factors worsening impacts to the community? If so, to what extent are they limiting services?
- Are there contingency response solutions in place? How long until emergency repairs are completed?

- When can permanent repairs begin?
- Did the incident create a surge demand exceeding component capabilities?

Lifeline components can be analyzed during response using six assessment categories that capture essential information for response decision makers:

Categories	Description
Component	Identify the component and subcomponents.
Status (<i>what?</i>)	Summarizing the root cause(s) of disruption to lifeline services – keep asking “why?” until the root cause(s) are identified.
Impacts (<i>so what?</i>)	Explain the disaster impacts to specific communities, disaster survivors, and response operations. Detail how the survivor experience or response operation will improve if this component is addressed. Specify the impacted areas and population totals.
Actions (<i>now what?</i>)	Describe the actions that are being taken to address the disrupted services. Summarize the most critical actions being taken across the whole community.
Limiting Factors (<i>what’s the gap?</i>)	Express issues that are preventing services from being re-established. Such issues can stem from another lifeline/component, resource shortfall, management, policy, etc.
Established Time to Status Change / Re-establishment Requirements (<i>when?</i>)	Provide current component condition or an estimated timeframe for when a change in condition is expected.

Below is an example of a completed Component Analysis:

Example Component Analysis



Transportation

Categories	Description
Component	Mass Transit  Sub-component: Bus
Status	Bus services are unavailable due to road debris.
Impacts	100,000 survivors have no access to public transportation nor emergency support services.
Actions	Local jurisdictions are prioritizing route clearance to critical facilities, U.S. Army Corps of Engineers assigned to supplement state and local authorities with route clearance and debris removal efforts, modified mass transit schedules are being executed as roads become passable, micro transit being utilized on roads passable to smaller vehicles, but not buses, messaging of modified routes through numerous information/messaging platforms and outlets (radio, television, social media).
Limiting Factors	Full service will not resume until the routes are cleared and roads inspected.
Estimated Time to Status Change and Re-establishment Requirements	Full service estimated to resume in a week, with a modified service available as roads become clear.

Below is an example of Condition Designations:

Example Condition Designations

Below are example analyses for the Highway/Roadway/Motor Vehicle component of the Transportation lifeline and corresponding color determination for each.

Status	Example
Grey	Assessment teams have been unable to establish status of bridge infrastructure.
Red	The community is unable to be reached via roadway to deliver emergency resources and assistance to survivors. Plans to find alternative means to transport emergency supplies to survivors not yet established. No supplies currently being delivered.
Yellow	Emergency supplies have been identified and resourced, but transportation issues are restricting and limiting delivery and therefore not back to pre-disaster conditions.
Green	The main transportation route is re-established. All community needs met.

6. Concept of Operations

6.1 Disaster Authorities and Plans

6.1.1 Disaster Response Priorities

Disaster response priorities represent the highest priorities for City of Gold Bar. While each disaster will have different operational priorities, these priorities serve as guidance for what the City of Gold Bar considers most important to address during a disaster:

- Save lives and protect the health and safety of the public, responders, and recovery workers.
- Stabilize the incident to return to normal as soon as possible.
- Protect property and mitigate damages and impacts to the community and the environment.
- Protect and restore critical infrastructure and key resources.
- Facilitate the economic recovery of individuals, families, businesses, government, and the environment.

6.1.2 Operational Changes During a Disaster

Non-emergency and non-essential governmental functions may be suspended during a disaster to allocate resources for emergency operations.

With an emergency proclamation, normal procurement procedures may be waived to speed up the acquisition of needed equipment or supplies. Procurement procedures are discussed in [Insert name of procurement procedures document].

The County and each municipal government, unless otherwise delegated, will retain the authority and responsibility for direction and control within its political subdivision of its own disaster operations. This includes use of local resources and application of mutual aid.

During emergencies, certain agencies may relocate their center of control to the City of Gold Bar EOC. During large scale disasters, this may become the seat of local government during the duration of the crisis.

6.1.3 Continuity of Operations and Government

No Continuity of Operations Plan (COOP) or Continuity of Government (COG) Plan exists for the City of Gold Bar. Please see the Line of Succession.

6.1.4 Department Operations

It is the policy of City of Gold Bar that each department plan and develop shared emergency operation guidelines complementary to this Annex. At a minimum, departments should support and encourage personal preparedness of all employees and contractors.

6.1.5 Line of Succession

City of Gold Bar's line of succession is as follows:

Key Position within the government

- Mayor
- Mayor Pro-tem

Key Position within the EOC

- Public Works Director
- City Clerk

Critical EOC staff

- Office Manager/ACO/CEMC
- Snohomish County Department of Emergency Management Liaison

6.1.6 Delegation of Authority

Delegation of authority is governed by the Revised Code of Washington (RCW), Chapter 35 (Cities and Towns), Chapter 38.52 (Emergency Management), and Washington Administrative Code (WAC) Title 118 (Military Department/Emergency Management). Additionally, delegation of authority is delineated in the City of Gold Bar's Council Rules of Procedure, Financial Plan, and the Purchase, Procurement, and Sale Policy.

6.1.7 EOC Activations

The City of Gold Bar's Emergency Operations Plan is kept in a binder in the Public Works Director's Office. This plan contains organizational structure, as detailed in sections 3.5 and 6.1.5 and is briefly restated below.

- City of Gold Bar Mayor (Declarations of Emergencies, Coordination of EOC, liaison with agencies, etc.)
- Office Manager/Emergency Management Coordinator (Opening and running EOC, coordination with agencies, coordination with mayor, staff, and emergency response teams)
- Public Works Director (Organizing and running response operations)
- City Clerk (Declarations of Emergencies, documentation, financial reporting, etc.)

Primary Facilities for emergency response include the Gold Bar City Hall, the Gold Bar Public Works Building, and Sky Valley Fire Department locations. These locations are the source of needed equipment during an emergency response, including generators, equipment such as trucks, plows, and backhoes, emergency response supplies, and the supplies and locations needed to provide shelter.

Communication options between the City, agencies, first responders, staff, etc. include landline phones, cell phones, hand radios, and fire department radios. The Office Manager's duties in running the EOC include notifying Snohomish County DEM and relevant agencies, and updating them regularly during an active emergency situation.

6.2 Authority to Activate

6.2.1 City of Gold Bar EOC Activation

The decision to activate the EOC is made by the City of Gold Bar Mayor or appropriate designee.

The City of Gold Bar EOC will normally activate in response to:

- Learning the potential for an emergency that is or may grow beyond the capability of City of Gold Bar or impact neighboring jurisdictions.
- At the direction of the City of Gold Bar Mayor or designee.
- At the request of an on-site Incident Commander, or an applicable Department Director.

Activation of the City of Gold Bar EOC will necessitate a notification directly, or through 911, to the Snohomish County Duty Officer or the Snohomish County EOC, if activated. Snohomish County will advise applicable local, State, and Federal agencies of the activation.

6.2.2 Snohomish County EOC Activation

Activation of the Snohomish County EOC is authorized by DEM leadership or the County Executive. A jurisdiction may request that the County EOC be activated through the Duty Officer. DEM will notify all jurisdictions of County EOC activations. Automatic activation of the County EOC is as follows:

1. A magnitude 5.0 or higher earthquake occurs within Snohomish County.
2. A commercial passenger plane crashes within Snohomish County.
3. A military aircraft crashes within the urban areas of Snohomish County.
4. A High Hazard Potential Dam failure is imminent or has occurred.
5. Other incidents requiring complex intergovernmental coordination such as mass care, public information, or an ongoing need to assist multiple jurisdictions or agencies within incident coordination support.

Factors that increase the need for County EOC activation include:

- Atypical weather conditions such as winds from the east, extreme heat, record precipitation levels.
- Incident likely to cross county boundaries for example, Bolt Creek Fire.
- Limited or state-controlled resources for example, COVID vaccines.
- Multiple cities/towns/tribes activating their EOC or requesting that DEM activate the SCEOC on their behalf.
- Complicated transit needs such as mass evacuation or mass casualty.

6.2.3 Activation Levels

The activation level of City of Gold Bar’s EOC is commensurate to the situation and need for coordination and support. Activation levels listed below are the levels used by Snohomish County EOC and the Washington State EOC. The descriptions provide a general sense of the staff, time, and support necessary at each level:

Activation Level	Description
3 – Normal Operations	Daily operations are monitored and managed by applicable jurisdiction department head(s) and staff. On-call staff (such as Duty Officers) handle “daily emergency” needs.
2 – Partial Activation	Some EOC positions are filled to monitor and support operations. EOC may be activated for multiple operational periods, but rarely 24/7.
1 – Full Activation	All EOC positions are filled to monitor and support operations. EOC is typically activated 24/7 over multiple operational periods. State and/or Federal involvement in response and recovery.

6.2.4 EOC Activation Considerations

During an activation City of Gold Bar may:

- Place staff on standby and increase situation monitoring.
- Activate/staff local EOC or Incident Command Post (ICP) as appropriate to manage preparedness/response activities.
- Emergency response agencies (fire, law enforcement, public works, etc.) may add more shift staff to cover the anticipated impact of the emergency.
- Notify potentially threatened areas using local resources in conjunction with Snohomish County DEM.
- Coordinate public/media information releases with the Snohomish County Joint Information Center (JIC).

6.2.5 Emergency Proclamation Authority

When a disaster exceeds or is expected to exceed the jurisdiction’s capabilities, the Mayor of City of Gold Bar may issue a local proclamation of emergency and request additional assistance through Snohomish County DEM. If the disaster should exceed the capabilities of Snohomish County, the County Executive may issue a local proclamation of emergency and request additional assistance through Washington State Emergency Management Division.

The City of Gold Bar Mayor, assisted by the local Emergency Coordinator or Incident Commander, shall be responsible for the preparation of Emergency Proclamations. City of Gold Bar is responsible for notifying Snohomish County DEM following the Local Proclamation of Emergency.

6.2.6 Emergency Proclamation Process

Emergency Proclamations follow a City Resolution format. In an emergency, or anticipation of an emergency, the Mayor or designee will declare an emergency. The City Clerk will create the document. If time allows, the proclamation will be given to the Council for action. If time does not permit, the proclamation will be signed by the Mayor and City Clerk, and presented to the Council at the first meeting following an emergency.

Once a proclamation is signed, the document will be disseminated to all involved agencies, posted at the City Hall and public locations, and if possible, posted to the City website and social media platform.

6.2.7 City of Gold Bar Communication Procedures

During an emergency/disaster, city staff and the mayor will use landlines and/or cell phones and email for communication.

If landlines/cell towers are down, our Samcom handheld radios will be distributed and utilized to communicate with staff and the mayor.

Outside communication with first responders and Department of Emergency Management will be via landline, cell phone and/or DEM issued 800mhz radio.

City staff will keep the mayor informed on a regular basis. In turn, the mayor will keep council informed of any important information.

Citizens will be notified using reverse 911 and SnoCoAlerts. The city website and social media, if available, will be updated with important information as needed.

6.2.8 County Communication Procedures

While activated, the Snohomish County EOC can be contacted via phone, email, Microsoft Teams, and various radio bands, assuming phone lines, radio towers, and internet are operational. During an EOC activation DEM may not be able to monitor each communication method, especially if the incident is widespread or catastrophic. Below is a list of communication methods, in order of preference, if the County EOC is activated:

- Phone: Jurisdictions can call the EOC by directly contacting a section or ESF, contacting DEM main line, or through the Duty Officer line.
- Email: Partners can email any section or ESF directly, emailing DEM's email (dem@snoco.org), or the Duty Officer email.

- **Microsoft Teams:** The EOC uses Microsoft Teams to coordinate information sharing throughout the county. Incident specific teams are created for each EOC activation.

1.	Phone: Jurisdictions can call the EOC by directly contacting a section or ESF, (specific lines are provided upon activation), contacting DEM main line, or through the Duty Officer line.
2.	Email: Partners can email any section or ESF directly (specific e-mails are provided upon activation), emailing DEM's email (dem@snoco.org), or the Duty Officer email. Microsoft Teams: The EOC uses Microsoft Teams to coordinate information sharing throughout the county. Incident specific teams are created for each EOC activation.
3.	Radio: The EOC can be contacted via DEM HAIL on the 800MHz public safety radio system, multiple repeaters on the VHF network (frequency programming provided on www.wa7dem.info), or amateur radio on the Granite Falls 146.920MHz repeater (156.7Hz tone) for licensed users.

Outside of an EOC activation, all jurisdictions should contact the Duty Officer for emergency information or logistics needs. Partners should contact the Duty Officer by phone or email to submit a logistics request. There is no formal form required outside of an activation. The Duty Office maintains similar communication methods as during an EOC activation but does not constantly monitor DEM VHF or amateur radio. Below is the list of communications methods to the Duty Office in order of preference:

1.	Phone: Partners should call the Duty Officer 24/7 for any emergency support.
2.	Email: Partners can email the Duty Officer during daytime hours for emergency support. Duty Officer email is monitored 7 days per week, but not overnight. Emails requiring immediate attention should be accompanied by a phone call to the Duty Officer. Microsoft Teams: DEM has invited the jurisdictions to a Duty Officer Coordination Team, allowing for real-time sharing of information between all partners outside of an EOC activation. Similar to email, if a Teams message requires immediate attention, it should be accompanied by a phone call to the Duty Officer.
3.	Radio: DEM can be contacted via DEM HAIL on the 800MHz public safety radio system during regular business/operating hours. After hours, if a partner does not have phone capability, DEM HAIL is monitored by Sno911 who will contact the Duty Officer.

6.2.9 County Joint Information System

Public information should be coordinated and integrated, before (if possible), during and after an emergency or disaster. The County coordinates information through ESF 15 using a Joint Information System (JIS). The JIS provides the mechanism to organize, integrate, and coordinate information to ensure timely, accurate, accessible, and consistent messaging

with Public Information Officers across multiple jurisdictions, federal partners, county government, nongovernmental organizations, and the private sector.

In response to most events, public information activities are often carried out by the lead response agency in coordination with other organizations through the JIS. The JIS helps communications staff accomplish their mission by facilitating coordination, helping to avoid conflicting messages by focusing on one or two key messages, using talking points, designating spokesperson(s), and speaking about one's own agency/program/service.

JIS operations are accomplished, physically or virtually, through the Joint Information Center (JIC) within the County EOC. The County JIC can be activated by request of the City of Gold Bar to support and coordinate public information before, during, and after an emergency or disaster.

The JIC can assist in the following:

- Creating consistent countywide messaging across all partners involved in the disaster.
- Handling public information requests.
- Creating and disseminating public information through a variety of media.
- Maintaining a central point of information for the County known as the Public Safety Hub.
- Creating and vetting all alert and warning messaging.

6.2.10 Emergency Alert and Warning

Emergency alert and warning systems are designed to allow public safety officials to warn the public of potential or current threats or emergencies. Public alerts and warnings may be issued for events that necessitate shelter-in-place, evacuation, or other protective actions for life safety or property preservation. Snohomish County DEM will make a good faith effort to contact a jurisdiction prior to any mass notification in their boundaries. DEM or Sno911 may issue an alert without making contact if there is concern for immediate life safety.

Jurisdictions can request an emergency alert be issued via the Sno911 Supervisor, Snohomish County Duty Officer (if the Snohomish County EOC is not activated), or the EOC Manager (when the Snohomish County EOC is activated).

All interlocal agreement jurisdictions can use Rave Mobile Safety to support mass internal notifications of their employees or partners. These alerts will not go to the public but can be used to recall employees or volunteers.

6.2.11 Mitigation

The Snohomish County Hazard Mitigation Plan (HMP) assesses 13 hazards affecting the county and greater region. Risk reduction action items are identified both at the county level and within each participating jurisdiction. Snohomish County updates the HMP on a

5-year cycle, the next update is planned for 2025, with approval in 2026. City of Gold Bar's HMP Annex was locally adopted on [Insert Date].

6.2.12 Preparedness

Preparedness activities develop operational capabilities in advance of an emergency to alleviate the impacts of disasters and protect people, property and infrastructure from threats and hazards. City of Gold Bar should develop, train, and exercise jurisdictional-specific disaster and emergency operations plans. These plans should be tailored to the capabilities of City of Gold Bar and not exceed or commit the jurisdiction to capabilities they are unable to meet. Coordination with the County provides additional support to fill gaps within capabilities of City of Gold Bar.

6.2.13 Response

Response activities take place immediately before, during and after emergencies or disasters to save lives and minimize damage to property, the environment, and the economy. Specific response roles are described in this Annex in Section 4. Organization, Roles, and Responsibilities.

6.2.14 Recovery

Recovery activities are pre-disaster planning activities that assist the community to efficiently start the recovery process. Snohomish County developed a Disaster Recovery Framework, based on the National Disaster Recovery Framework, to outline the roles that community groups, local governments, tribes, state and federal agencies, and nonprofit organizations would undertake to foster local recovery.

7. Administration, Documentation, and Resourcing

7.1 Administration

During emergency operations, non-essential administrative activities may be suspended. Personnel not assigned to essential duties may be assigned to other departments to provide support services.

It is the policy of City of Gold Bar that each jurisdiction will assign personnel responsible for the documentation of disaster activities and costs.

7.2 Documentation

All organizations with disaster responsibilities should establish and maintain files of disaster-related directives, forms, and paperwork, including fiscal documentation, aligned with State records retention law. Documentation allows City of Gold Bar to submit reimbursements and recover costs, create historical records, apply for grants, address insurance needs, develop mitigation measures, highlight practices to continue, and identify areas for improvement. Documentation by each jurisdiction contributes to the overall ability of the County and State to request support from the Federal government.

7.2.1 Essential Files

Essential files include, but are not limited to:

- Sign-in sheets/staffing patterns
- Media Releases
- Situation Reports
- Emergency Action Plans
- Proclamations of Emergency
- Requests for Assistance
- Damage Observation and Assessment Reports
- Financial Documentation (including receipts, payroll records, contracts, etc.)
- After-Action Reports

7.3 After-Action Report

After-action reports (AAR) create a permanent historical record of the incident and are used to evaluate processes, procedures, and actions pertaining to the response and recovery of an event. AARs include information identifying the actions taken, resources expended, economic and human impacts, and lessons learned because of the disaster. AARs are essential to seeking reimbursement and can assist in supporting mitigation efforts and funding. City of Gold Bar's Office Manager/CEMC (CEMC), in conjunction with DEM, is responsible for soliciting input and conducting an after-action review with each department involved in the disaster. The CEMC is responsible for ensuring completion of the after-action review items.

AARs inform future preparedness, mitigation, planning, training, and exercise efforts through narratives and improvement plans. These actions can include updating this Annex, plans, replacing resources, and augmenting personnel.

7.4 Resources Assessment Section

7.4.1 Resources

It is the policy of City of Gold Bar that all departments prepare and maintain an updated account of its personnel, facilities, and equipment resources to be reviewed annually. Single or multiple resources may be called upon during disaster operations.

The private and nonprofit sectors are an important part of any disaster response and recovery. Businesses and nonprofits including faith-based organizations (FBOs), community-based organizations (CBOs), and nongovernmental organizations (NGOs) provide valuable intelligence and resources before, during, and after a disaster.

Below is a high-level overview of jurisdictional resources that can be used for emergency or disaster response purposes:

Resource Category	Resource Description and Capability
Facilities	City Hall Office and small meeting space. Restroom and kitchen facilities are available. Public Works Building Small office space and removal of equipment from bays allows for emergency shelter space. Restroom and a shower are available.
Staff	Water Manager State Certified Water Distribution Manager and general city knowledge.
Equipment	Medium Duty Dump Truck Vactor Excavation Trailer Medium Duty Backhoe Light Duty Utility Response Truck

7.4.2 Disaster Expenditures

Emergency and disaster expenditures are not a normal item in the budgeting process of local governments. Some departments may include disaster preparedness and mitigation items in their budget already (e.g., sand for flooding or deicer for winter roads).

Nevertheless, disasters may occur which require a jurisdiction to spend substantial, but necessary, unanticipated obligations and expenditures. There are programs available to local jurisdictions, and their residents, to recover some of the cost associated with a disaster including Public and Individual Assistance, Small Business Administration programs, and insurance programs. To be eligible for these programs, jurisdictions and residents must maintain diligent records of expenses related to the disaster.

The Clerk/Treasurer or designee shall develop effective administrative methods to keep and retain detailed records distinguishing disaster operational activities and expenditures and delineate them from routine or general programs, activities, and expenditures. At a minimum, cost records should include personnel time and overtime, resources used, donations, volunteer contributions, mutual aid, and contracts initiated. The Clerk/Treasurer

or designee shall provide documentation processes and training to all personnel involved in the disaster.

7.4.3 Post-Disaster Assistance

Post-disaster assistance is financial reimbursement provided by the State and/or Federal government for costs directly caused by a disaster or emergency. There is no guarantee of post-disaster assistance by Washington State and/or the Federal government, after a locally proclaimed emergency. If provided, post-disaster assistance is offered through the following methods:

Public Assistance (PA) – disaster assistance provided by the federal government and periodically the state to public entities including tribes, state, county and municipal governments, and certain nonprofits that provide essential public service.

Individual Assistance (IA) – federal and/or state assistance to the public who sustained damage from a federally declared disaster. Individual Assistance only covers a portion of damages and is not meant to replace insurance. There is also assistance available for individuals who have become unemployed because of a disaster.

Small Business Administration (SBA) – eligible businesses and nonprofits that are impacted by the disaster may be eligible for recovery loans from the SBA. Regardless of size, eligible businesses may apply for SBA loans for both physical damage and economic loss. SBA's Disaster Loan Program is not exclusively for small businesses. SBA loans are also available for damage to private property owned by individuals and families not fully covered by insurance.

Other Needs Assistance (ONA) – income-dependent assistance for personal property. Some items are only eligible after individuals are denied SBA assistance (including loans); other items are not contingent on SBA denial.

8. Annex Development, Training, Exercise, and Maintenance

Overall development and maintenance of this Annex is the responsibility of City of Gold Bar. This Annex, and any appendices, are reviewed, reevaluated, and updated once every five years by the Mayor and approved by the City Council. Review and revision is conducted in collaboration with County DEM. This Annex should be updated based on lessons learned as a result of real-world emergencies or through training or exercises. Primary departments or supporting agencies will be responsible for maintenance of sections of the Annex related to their assigned function.

Revision may result from or include:

- New procedures, policies, or technologies.
- Lessons learned from a real-world incident or exercise(s).
- Feedback during training or case study review.
- To accommodate new organizations or organizational structures.

Training and exercises are conducted at least annually in conjunction with DEM. An exercise may be substituted for a real-world activation (planned or unplanned). All final revisions are submitted to WA EMD for review and approval. This Annex will be made publicly available on the Snohomish County Department of Emergency Management's website.

9. Authorities, References, and Attachments

9.1 Authorities

- GBMC mayor, council
- DEM interlocal
- RCW 38.52
- SCC 2.36
- Stafford Act – FEMA

9.2 References

- Gold Bar 2024 Comprehensive Plan
- Snohomish County Comprehensive Emergency Management Plan
- Snohomish County Hazard Mitigation Plan

9.3 Attachments

10. Terms and Definitions

Abbreviation	Term	Definition
AAR	After-Action Review	A methodology for assessing performance, identifying challenges, and seeking improvements in the aftermath of a disaster.
CEMP	Comprehensive Emergency Management Plan	An overarching plan for how to respond to an emergency or disaster that covers roles, responsibilities, resources, and authorities.
COOP	Continuity of Operations Plan	Plan for departments and agencies to continue their critical governmental functions in the event of natural or human-caused disaster.
COP	Common Operating Picture	A continuously updated, unified overview of a disaster or emergency.
EAS	Emergency Alert System	National public warning system that allows federal, state, local, and tribal authorities the ability to deliver important emergency information to targeted areas.
EEI	Essential Elements of Information	Qualitative and quantitative data needed to develop situational awareness for decision-making. Snohomish County uses Community Lifelines to organize their EEIs.
EOC	Emergency Operations Center	A location from which organizations and leaders of a jurisdiction coordinate information and resources to support direct operations.
EOP	Emergency Operations Plan	A plan that describes who will do what, when, with what resources in an Emergency Operations Center.
FEMA	Federal Emergency Management Agency	Federal agency that coordinates response to a disaster when local and state resources are overwhelmed.
HAZMAT	Hazardous Materials	Substance or material that has the capability of posing an unreasonable risk to health, safety, and property.
HIRA	Hazard Identification and Risk Assessment	Risk assessment process that identifies hazards, assess their impacts, and provides countermeasure information.
HMP	Hazard Mitigation Plan	Plan to minimize loss of life and property through minimizing the impact of disasters.
ICP	Incident Command Post	Location where an Incident Commander oversees an incident.
IPAWS	Integrated Public Alert and Warning System	National system for local alerting through EAS, WEA, and NWR.
JIC	Joint Information Center	A central location either physical, virtual, or hybrid, where public information officers operate the Joint Information System.
MOU	Memorandum of Understanding	An agreement between two parties which outlines responsibilities to each other. May or may not be legally binding.

NIMS	National Incident Management System	A federal guide for all levels of government, nongovernmental organizations, and the private sector to work together to prevent, protect against, mitigate, respond to and recover from incidents.
NWR	National Weather Radio	Automated 24-hour network of weather radio stations which broadcast weather information from nearby National Weather Service Office.
PSAP	Public Safety Answering Point	Call center for public emergency calls for service for police, fire, or EMS. Commonly known as 911.
SBA	Small Business Administration	In the aftermath of disasters, the SBA offers low-interest loans for homeowners, renters, and businesses in a federally declared disaster.
SCDEM	Snohomish County Department of Emergency Management	County department responsible for working in all five phases of emergency management and supporting integrated 911 service to enhance resilience in Snohomish County.
WA EMD	Washington Emergency Management Division	Responsible for operating the State of Washington's EOC during state emergencies.
WEA	Wireless Emergency Alert	Short emergency alerts sent to mobile devices within a targeted area.
WebEOC	Web-based Emergency Operations Center Platform	Software designed to bring real-time crisis information management to the Washington State Emergency Operations Center (EOC) as well as to other local, state, and federal EOCs.

11. Record of Revision and Exercises

RECORD OF UPDATES			
No.	Date	Changes	Completed By

RECORD OF EXERCISES				
No.	Date	Exercise Name/Type	Overview	Completed By

12. Record of Distribution

Copy No.	Date	Office/ Department and Title

Ordinance / Resolution No. 25-08
RCW 84.55.120

WHEREAS the City of Gold Bar has met and considered
(Governing body of the taxing district) (Name of the taxing district)
its budget for the calendar year 2026; and

WHEREAS the districts actual levy amount from the previous year was \$ 266,012.13; and
(Previous year's levy amount)

WHEREAS the population of this district is ☐ more than or ☒ less than 10,000; and now, therefore,
(Check one)

BE IT RESOLVED by the governing body of the taxing district that an increase in the regular property tax levy
is hereby authorized for the levy to be collected in the 2026 tax year.
(Year of collection)

The dollar amount of the increase over the actual levy amount from the previous year shall be \$ 2,660.12
which is a percentage increase of 1% from the previous year. This increase is exclusive of
(Percentage increase)

additional revenue resulting from new construction, improvements to property, newly constructed wind turbines,
solar, biomass, and geothermal facilities, any increase in the value of state assessed property, increment value, any
annexations that have occurred and refunds made.

Adopted this _____ day of _____, _____.

Mayor

Clerk/Treasurer

If additional signatures are necessary, please attach additional page.

This form or its equivalent must be submitted to your county assessor prior to their calculation of the property tax levies. A certified budget/levy request, separate from this form is to be filed with the County Legislative Authority no later than November 30th. As required by RCW 84.52.020, that filing certifies the total amount to be levied by the regular property tax levy. The Department of Revenue provides the "Levy Certification" form (REV 64 0100) for this purpose. The form can be found at: <http://dor.wa.gov/docs/forms/PropTx/Forms/LevyCertf.doc>.

To ask about the availability of this publication in an alternate format, please call 1-800-647-7706. Teletype (TTY) users may use the Washington Relay Service by calling 711. For tax assistance, call (360) 534-1400.

Form 64 0100

Levy Certification

Submit this document, or something similar, to the **county legislative authority on or before November 30** of the year preceding the year in which the levy amounts are to be collected.

Courtesy copy may be provided to the county assessor.

This form is not designed for the certification of levies under RCW 84.52.070.

In accordance with RCW 84.52.020, I _____ (Name),
_____, (Title), for _____ (District name),
do hereby certify to the _____ (Name of county) County legislative authority
that the _____ (Commissioners, Council, Board, etc.) of said district requests
that the following levy amounts be collected in _____ (Year of collection) as provided in the district's
budget, which was adopted following a public hearing held on _____ (Date of public hearing).

Regular levies

Levy	General levy	Other levy*
Total certified levy request amount , which includes the amounts below.		
Administrative refund amount		
Non-voted bond debt amount		
Other*		

Excess levies

Levy	General (n/a for school districts)	Bond	Enrichment (school districts only)	Cap. project	Other levy*
Total certified levy request amount , which includes the amounts below.					
Administrative refund amount					
Other*					

*Examples of other levy types may include EMS, school district transportation, or construction levies. Examples of other amounts may include levy error correction or adjudicated refund amount. Please include a description when using the "other" options.

Signature: _____ **Date:** _____

To request this document in an alternate format, please complete the form dor.wa.gov/AccessibilityRequest or call 360-705-6705. Teletype (TTY) users please dial 711.

**CITY OF GOLD BAR, WASHINGTON
ORDINANCE #789**

**AN ORDINANCE FOR THE CITY OF GOLD BAR, WASHINGTON AMENDING THE
PERSONNEL MANUAL RELATING TO DISCRIMINATION AND HARASSMENT**

WHEREAS, the Association of Washington Cities recommends updating discrimination and harassment policies; and

WHEREAS, the relevant sections of the City's Personnel Manual have not been updated recently;

NOW THEREFORE, THE COUNCIL FOR THE CITY OF GOLD BAR ORDAINS that the Personnel Manual be updated as follows.

Section I, Title 4 – Anti-Discrimination and Anti-Harassment Policy

Section II, Severability

Section III, Effective Date

Section I, Title 4 – Anti-Discrimination and Anti-Harassment Policy

A. It is the City's Policy to ~~foster and maintain a work environment that is free from discrimination and intimidation~~ provide a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal opportunities and prohibits discrimination based on race, color, national origin, religion, religious affiliation, creed, sex, sexual orientation, gender identity or expression, age, marital status, genetic information, ancestry, military status, the presence of a sensory, mental, or physical disability, or any other status protected by law. Employees are expected to show respect for each other, and the public, at all times.

Throughout Title 4, use of the word 'discrimination' is intended to include harassment.

~~B. Sexual or any other type of unlawful verbal, physical, or visual harassment of co-workers, co-employees, and members of the public is absolutely forbidden. This includes harassment based on gender, sexual orientation, race, religion, age, national origin, disability, or any other legally protected status. All employees must be sensitive to the feelings of others and must try not to act in a way that might be considered harassment by someone else.~~

B. Discrimination is prohibited in any protected class, as defined by law, in any aspect of employment, including:

- Job advertisements and recruitment
- Testing
- Hiring and firing
- Compensation, assignment, or classification of employees
- Promotion, layoff, or recall
- Training and apprenticeship opportunities
- Benefits
- Use of city facilities and equipment
- Other terms and conditions of employment

C. The prohibition of discriminatory practices also includes:

- Harassment on the basis of any protected class, as defined by law

- Retaliation against an individual for filing in good faith a charge of discrimination, participating in an investigation, or opposing discriminatory employment practices
- Employment decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals based upon a legally protected status.

D. Harassment is a form of discrimination and creates a hostile work environment that may consist of unwelcome statements or actions that are sufficiently severe or pervasive so as to interfere with an individual's work performance, or that create an intimidating, hostile, or offensive work environment.

Harassment can take many forms. Prohibited harassment includes, but is not limited to:

1. Verbal (e.g., racial, sexual, or ethnic jokes, stereotypes, and insults);
2. Physical (e.g., sexually suggestive or unwelcome touching or obscene gestures);
3. Visual (e.g., insulting cartoons, sexually suggestive or lewd pictures or photographs).

E. The City does not tolerate sexual harassment, which is a form of unlawful discrimination. For purposes of this policy, sexual harassment is defined as unwelcome or unwanted advances, requests for sexual favors, and any other verbal, visual, or physical conduct of a sexual nature when submission to, or rejection of, this conduct by an individual is used as a factor in decisions affecting hiring, evaluation, retention, promotion, or other aspects of employment; or when conduct substantially interferes with an individual's employment or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can include verbal behavior such as suggestive looks or leering; and physical behavior such as pats or squeezes; repeatedly brushing against someone's body; obscene or rude sexual comments, jokes, or suggestions; slang, names, or labels such as 'honey', 'sweetie', 'boy', or 'girl', that others find offensive; talking about or calling attention to another employee's body or sexual characteristics in a negative or embarrassing way; displaying nude or sexual pictures, cartoons, or calendars in or on City property; invitation for dates which do not stop when the response is negative; continuing unwelcome behavior after a co-worker has objected to that behavior; or blaming the victims of sexual harassment for causing the problem.

Examples of sexual harassment may include, but are not limited to:

- Unwanted sexual advances
- Demands for sexual favors in exchange for favorable treatment or continued employment
- Threats and demands to submit to sexual requests to obtain or retain any employment benefit
- Verbal conduct such as epithets, derogatory or obscene comments, slurs or sexual invitations, sexual jokes, propositions, suggestive, insulting, obscene comments or gestures, graphic verbal commentary about an individual's body, sexual prowess, or sexual deficiencies, or other verbal abuse of a sexual nature
- Flirtations, advances, leering, whistling, touching, pinching, assault, blocking normal movements
- Visual conduct such as derogatory or sexual posters, photographs, cartoons, drawings, or gestures or other displays in the workplace of sexually suggestive objects or pictures
- Conduct or comments consistently targeted at only one gender, even if the content is not sexual
- Retaliation for having reported or threatened to report sexual harassment.

Conduct of this type is improper, and it may be illegal if:

1. submission to such conduct is made, explicitly or implicitly, a condition of an individual's employment or advancement;

~~2. submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting such individual; or~~

~~3. The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.~~

F. The City prohibits discrimination against qualified employees or applicants with a disability. A qualified individual with a disability is someone who satisfies skill, experience, education, and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position.

An individual with a disability is a person who has, or had, any sensory, physical, or mental impairment that is medically recognized or diagnosable, exists as a record or history, and/or is perceived by the employer to exist, whether or not it actually exists. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, limits the ability to work generally or work at a particular job, or limits any other activity.

An employer is required to make a reasonable accommodation to a qualified individual with a disability unless doing so would impose an undue hardship on the operations of the City.

G. Inappropriate conduct is conduct that, while not rising to the level of unlawful discrimination or harassment, communicates a hostile, derogatory, or negative message about persons. Inappropriate conduct can be either verbal or nonverbal and includes slights, insults, and other conduct that a reasonable person would find offensive. Inappropriate conduct is prohibited.

H. This policy covers all individuals in the workplace. The City of Gold Bar will not tolerate, condone, or allow discrimination or inappropriate conduct whether engaged in by employees, supervisors, managers, elected officials, volunteers, or by outside clients, vendors, contractors, or other non-employees who conduct business with the City. Reporting of all incidents is encouraged, regardless of who the offender may be, or of the offender's relationship to the City.

Discrimination and inappropriate conduct are unacceptable in the workplace itself and in other work-related settings such as on business trips or at business related social events.

I. The employer's ability to discipline or impose remedial action for a non-employee for violation of this policy (e.g. vendor, contractor, member of the public, public official, etc.) may be limited by the degree of control, if any, the City of Gold Bar has over the alleged violator of the policy. Nevertheless, any employee who, during the course of their employment, alleges discrimination or harassment on the part of an outside source may use the same reporting procedures listed under the informal, or formal, complaint procedure found in sections 'J' and 'K' of this policy.

J. Informal Complaint Process. The City of Gold Bar encourages individuals who believe they are being discriminated against, harassed, or subjected to inappropriate conduct to promptly notify the offender that their behavior is unwelcome.

If a complaint is resolved informally to the complainant's satisfaction, the supervisor and/or mayor, if they have been notified by the complainant, must file a confidential report with the city clerk about the complaint and resolution so that the City will be aware of any pattern of discrimination by a particular individual and will also be aware of all complaints.

K. Formal Complaint Process. The City of Gold Bar recognizes that the informal complaint process is not always possible. In that event, the following steps should be followed.

1. Description of misconduct. An accurate record of objectionable behavior or misconduct is needed to resolve a formal complaint. Verbal reports are not acceptable. The report must be in writing, by either the complainant or the complainant's direct supervisor, mayor, mayor pro-tem, or city clerk, and must be signed by the complainant. Individuals who believe that they have been, or are currently being discriminated against or harassed, or subjected to inappropriate conduct, should maintain a record of objectionable conduct in order to prepare effectively and substantiate their allegations. Knowingly false accusations will not be tolerated and may result in discipline up to, and including, termination.

2. Time frame for reporting. The City encourages a prompt reporting of complaints so that rapid response and appropriate action may be taken. This not only aids the complainant, but also helps to maintain an environment free from discrimination and inappropriate conduct for all employees. A formal complaint of discrimination, harassment, or inappropriate conduct must be submitted to the supervisor, mayor, mayor pro-tem, or city clerk within thirty (30) days of the alleged incident.

3. Investigating the complaint. Following filing of a formal complaint, the city clerk or mayor will determine if the complaint states a violation of this policy and, if so, will investigate or designate an appropriate impartial person to conduct the investigation.

4. Confidentiality. To the extent practicable and appropriate under the circumstances, and to the extent permitted by law, the proceedings will be conducted to protect the confidentiality interests of both parties and afford the accused a full opportunity to respond to the allegations.

5. Investigation process. The person designated to investigate allegations will, in a timely manner:

- Confirm the name of the complainant and determine the complainant's full account and facts of the complaint
- Identify the employee or employees accused of the complaint
- Thoroughly ascertain facts by interviewing all pertinent parties and witnesses
- Assure that all employees participate in, and cooperate fully, with the investigation. Failure to do so may result in disciplinary action.

Interviews will be conducted impartially and fairly for all parties. When the impartial investigation is concluded, the investigator will prepare a written record and report of the process and results. The investigative report will include:

- A written conclusion about whether a violation of this policy has occurred, based on all the facts and circumstances and context in which the alleged incidents occurred.
- Recommendations of what, if any, corrective and/or preventative measures need to be taken to remedy the situation and ensure no further violations.

L. Resolving the complaint. The city clerk or designee, will make every reasonable effort to issue written findings and a recommendation to the supervisor, mayor, or mayor pro-tem as appropriate, within sixty (60) days of the filing of a formal complaint. The complainant will be notified if additional time is needed to complete the investigation.

If discrimination or inappropriate conduct occurred, the city clerk or designee will consult with the supervisor and/or mayor or mayor pro-tem for a decision concerning discipline, other corrective action, and/or training.

The person violating this policy will be subject to appropriate disciplinary action. If no violation of this policy has occurred, this finding will be communicated to the complainant.

If the city clerk or designee cannot determine whether a violation of this policy has occurred, this finding will be communicated to the complainant and the alleged violator of this policy, and the matter will be recorded as unresolved. Both the complainant and the alleged violator of this policy will be informed again of the procedures set forth in this policy, including the appeal process contained within this policy. In the event that no resolution satisfactory to both parties can be reached based on the initial investigation, the matter shall be referred to the mayor, mayor pro-tem, or legal counsel.

~~D. If you believe that you, or any other employee, applicant, or person who does business with the City of Gold Bar has been harassed or discriminated against in violation of this Policy, you should report the situation to your supervisor as soon as possible. If you are uncomfortable reporting the conduct to your supervisor, you may report it to the Mayor, or Mayor Pro Tempore if the Mayor is your supervisor. In addition, you are encouraged to clearly explain to the person causing the discrimination or harassment that you are uncomfortable with his or her behavior and ask that it stop.~~

~~E. The City will take prompt and appropriate action to investigate and resolve any alleged or suspected incidents of discrimination or harassment. Appropriate corrective and/or disciplinary action, up to, and including, termination, will be taken in all confirmed cases of discrimination or harassment.~~

M. Depending on the nature and severity of the violation, sanctions may include disciplinary action up to and including termination.

Employees whose actions are found to be in violation of this policy may also be referred to mandatory training. If systemic issues come to light, mandatory training may be required for all staff and/or elected officials.

N. Appeal Process. If any party directly involved in an investigation is dissatisfied with the outcome or resolution, that individual has the right to appeal the decision. Within ten (10) days following receipt of notice of the decision, the dissatisfied party must submit a written request for review to the mayor, mayor pro-tem, or council. Upon receipt of request for review, the relevant party will review the complaint and take whatever steps are deemed necessary and appropriate to ensure all facts have been fully investigated, presented, and considered. They will also provide the participants with the opportunity to present evidence and information and to comment on evidence and information presented to others. Finally, they will issue a written findings of facts and a decision. They may uphold, overturn, or modify the results of the initial investigation.

~~F. O. Retaliation means to take adverse employment action against an individual because they have exercised their rights protected by law by complaining in good faith about discrimination, harassment, and/or retaliation, or assisting or participating in an investigation of such allegations.~~

The City will not tolerate retaliation, in any form, against anyone making a complaint or reporting harassment or discrimination or against any person cooperating in a harassment or discrimination investigation. Retaliation is a serious violation of this policy and is considered misconduct subject to disciplinary action up to, and including, termination of employment.

P. The procedures in this policy refer to complaints submitted internally to the City of Gold Bar. If a formal charge has been filed with outside agencies, including filing suit in civil court, all such charges,

complaints, and notices must immediately be delivered to the city clerk and mayor, who will, in cooperation with legal counsel, investigate and respond.

If a complaint, grievance, lawsuit, or other action is initiated regarding matters related to a complaint filed internally under this policy, the city clerk and/or mayor shall have the discretion to discontinue the internal investigation and defer the process to legal counsel.

G. Q. By signing the ‘*Acknowledgement and Receipt*’ form found at the end of this manual, all employees certify that they have read and understood ‘*Title 4, Anti-Discrimination and Anti-Harassment Policy*’.

Section II, Severability

This ordinance is severable and if any portion of it shall be declared invalid or unconstitutional, the remaining portion shall remain valid and enforceable.

Section III, Effective Date

This ordinance shall take effect from, and after, its passage, approval, and publication as provided by law.

Passed by the Council for the City of Gold Bar on this _____ day of _____, 2025.

Attest: _____, Steve Yarbrough, Mayor

Attest: _____, Lisa Stowe, Clerk/Treasurer

First Reading: _____

Posted: _____

Second Reading: _____

Passed: _____

City of Gold Bar

EST. 1910



107 – 5th Street, Gold Bar, WA 98251

City of Gold Bar Council Meeting Minutes Tuesday, October 21, 2025

CALL TO ORDER, FLAG SALUTE, ROLL CALL

Mayor Yarbrough called the meeting to order at 7:00 pm. The meeting was held in hybrid format. Present in person were Councilmembers Craig, Lie, Martin, Russell, and Sears. Staff members present in person were Chief Whalen, Public Works Director Norris, and Clerk Stowe. Office Manager Beaston attended via Zoom.

AGENDA APPROVAL

Councilmember Martin moved to adopt the agenda as presented and with a second by Councilmember Sears, the motion carried.

MAYOR'S REPORT

Mayor Yarbrough attended the AWC Risk Management conference and received a loss control grant for \$750 that will go toward cyber security. He also attended sessions that AWC hosted for members and has slides from those if anyone is interested. He met with the Department of Licensing regarding a grant for an Electric Vehicle charging station, met with the auditor for a risk assessment review, took a webinar on manufactured housing, and was approached by the City of Sultan for a letter of support regarding stopping school violence. There was brief discussion and the council consensus was in favor of the mayor signing the letter of support.

STAFF REPORT

Chief Whalen reviewed calls and answered questions about bike safety and code enforcement.

Director Norris and staff are working on regular maintenance and preparing for the rainy season. The dog park water fountain is finished. There was brief discussion around ownership of parks, well 4, and the old well pump.

Office Manager Beaston talked about the number of dogs running at large as well as other animal control calls and then talked about areas of standing water after the recent rainstorm.

COUNCIL COMMENTS

Councilmember Sears apologized for missing the last meeting. He asked about the possibility of hosting a community meeting outside the normal council meeting to talk about the proposed changes to Moring Park. Director Norris will put something together. Councilmember Lie moved to excuse Councilmember Sears' absence and with a second by Councilmember Russell, the motion carried.

Councilmember Lie would like to see a town hall meeting for Moring Park. He talked about his Snohomish County Tomorrow meeting and asked about the status on the marijuana businesses. Director Norris said the city has no legal authority on its own to enforce the smell issues and the Puget Sound Clean Air agency has not taken action yet.

Councilmember Martin let the council know when there would be a ribbon cutting ceremony for a new business.

Councilmember Russell visited the new business and talked about the different ways they support local artists.

Councilmember Craig talked about a town hall meeting for the park and budget options for the park. She also asked if the city was prepared for winter and Director Norris said they have sand and sandbags but typically work on the snowplows closer to Thanksgiving. Councilmember Craig reminded people that Daylight Savings Time was approaching. Councilmember Martin said that Councilmember Craig had recently won an award.

CITIZEN COMMENTS - none

CONTINUED BUSINESS

Ordinance #786, Amending Title 12. This ordinance adds a new chapter relating to the Tree Board. Councilmember Lie moved to accept Ordinance #786 for a second reading and adoption and with a second by Councilmember Russell, the motion carried.

Ordinance #784, Critical Areas Update. There was brief discussion around minor changes made since the last version to add wording around the definition of professionals. Councilmember Sears moved to accept Ordinance #784 for a second reading and adoption as amended and with a second by Councilmember Russell, the motion carried.

NEW BUSINESS

Snohomish County Animal Services Interlocal. This interlocal covers Snohomish County assisting with the transport of dogs. There was discussion around changes from the last version. After discussion, the interlocal will be placed on a future agenda once it is returned by the county with revisions made to remove the wording 'cats and small animals'.

FINAL COUNCIL COMMENTS/OTHER BUSINESS

Councilmember Sears returned to the subject of holding a town hall meeting. After discussion, it was agreed that this will be on the next agenda to set a date.

Councilmember Lie prefers that plastic sandbags not be used near the river for environmental reasons.

Councilmember Russell reminded people that with seasons changing they needed to go hiking prepared for bad weather.

MINUTES APPROVAL

Councilmember Russell moved to approve the October 7th, 2025, minutes as presented and with a second by Councilmember Martin, the motion carried.

VOUCHER APPROVAL

Councilmember Martin moved to approve checks numbering 38723 through 38748 with \$326,742.49 for claims and \$2,538.33 for payroll and taxes, for a grand total of \$329,280.82 and with a second by Councilmember Sears, the motion carried.

ADJOURNMENT

Councilmember Sears moved to adjourn the meeting and with a second by Councilmember Russell the motion carried, and the meeting was adjourned at 7:47 pm.

Steve Yarbrough, Mayor

Lisa Stowe, Clerk/Treasurer

CHECK REGISTER

City Of Gold Bar

Time: 09:07:24 Date: 10/29/2025

10/22/2025 To: 11/04/2025

Page: 1

Trans	Date	Type	Acct #	Chk #	Claimant	Amount	Memo
1937	10/28/2025	Payroll	7	38749	Richard L Baker	5,024.81	
1938	10/28/2025	Payroll	7	38750	Denise J Beaston	3,443.85	
1939	10/28/2025	Payroll	7	38751	Krystal Craig	6.11	
1940	10/28/2025	Payroll	7	38752	Lance Hunt	3,437.71	
1941	10/28/2025	Payroll	7	38753	Anthony Johnson	3,470.42	
1942	10/28/2025	Payroll	7	38754	Chuck Lie	91.11	
1943	10/28/2025	Payroll	7	38755	Florence D Martin	91.11	
1944	10/28/2025	Payroll	7	38756	Richard D Norris	5,507.86	
1945	10/28/2025	Payroll	7	38757	Lee Russell	91.11	
1946	10/28/2025	Payroll	7	38758	Jordan Sears	91.11	
1947	10/28/2025	Payroll	7	38759	Arthur Stowe	3,022.19	
1948	10/28/2025	Payroll	7	38760	Lisa M Stowe	5,004.73	
1949	10/28/2025	Payroll	7	38761	Steven Yarbrough	911.12	
1951	10/28/2025	Payroll	7	38762	Vimly Benefit Solutions AWC Employee Ben.trust	8,096.55	Pay Cycle(s) 10/28/2025 To 10/28/2025 - WDS PLAN D; Pay Cycle(s) 10/28/2025 To 10/28/2025 - Basic Life; Pay Cycle(s) 10/28/2025 To 10/28/2025 - HealthFirst; Pay Cycle(s) 10/28/2025 To 10/28/2025 - VSP
1952	10/28/2025	Payroll	7	E38763	Coastal Community Bank	10,736.35	941 Deposit for Pay Cycle(s) 10/28/2025 - 10/28/2025
1953	10/28/2025	Payroll	7	38764	Dept Of Retirement Systems	4,383.51	Pay Cycle(s) 10/28/2025 To 10/28/2025 - PERS 2
1954	10/28/2025	Payroll	7	38765	MissionSquare	75.00	Pay Cycle(s) 10/28/2025 To 10/28/2025 - ICMA
1960	11/04/2025	Claims	7	38766	AM Test, Inc.	635.00	
1961	11/04/2025	Claims	7	38767	Cimco-GC Systems	8,350.51	
1962	11/04/2025	Claims	7	38768	Elite Lock & Safe	572.78	
1963	11/04/2025	Claims	7	38769	Kelley Connect Co.	201.32	
1964	11/04/2025	Claims	7	38770	National Barricade Co. LLC	2,752.37	
1965	11/04/2025	Claims	7	38771	Puget Sound Energy	53.94	
1966	11/04/2025	Claims	7	38772	S&B Inc	8,466.16	
1967	11/04/2025	Claims	7	38773	Sno County District Court	730.74	
1968	11/04/2025	Claims	7	38774	Sno County PUD	1,347.59	
1969	11/04/2025	Claims	7	38775	Sno County Prosecuting Attorn	1,282.46	
1970	11/04/2025	Claims	7	38776	Sno County Sheriff's Office	908.93	
1971	11/04/2025	Claims	7	38777	Sound Publishing	10.32	
1972	11/04/2025	Claims	7	38778	Verizon Wireless	336.90	
1973	11/04/2025	Claims	7	38779	WA State Treasurer	651.88	
1974	11/04/2025	Claims	7	38780	Waste Management	716.97	
1975	11/04/2025	Claims	7	38781	Ziply Fiber	122.48	
001 General Government						26,453.61	
101 City Street						2,638.46	
401 Water Operating						38,775.71	
403 Water Capital Improvement						2,192.69	
415 Stormwater Fund						9,912.65	
633 Agency Fund						651.88	
							Claims: 27,140.35
						80,625.00	Payroll: 53,484.65